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1987
BAI Bank Cash Compensation Survey

BANK ADMINISTRATION INSTITUTE

1987 BAI Bank Cash Compensation Survey

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Bank Administration Institute

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Introduction

Introduction

This is the fourteenth national bank salary survey conducted by Bank Administration Institute. The *1987 BAI Bank Cash Compensation Survey* includes 23 nonofficer positions and 66 officer positions.

The survey questionnaires were initially sent to all Institute member banks in February 1987. A total of 1,223 banks provided usable survey data. These banks range in asset size from under $50 million to over $1 billion.*

Results are reported at both national and regional levels by bank asset category. The asset categories used in this survey are under $50 million, $50-$99, $100-$249, $250-$499, $500-$999, and $1 billion and over. The survey is divided into 10 geographic regions:

Region I – NEW ENGLAND:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region II – MID ATLANTIC:	New Jersey, New York, Pennsylvania
Region III – SOUTH ATLANTIC:	Delaware, Maryland, Virginia, Washington, D.C., West Virginia
Region IV – SOUTH-EAST:	Florida, Georgia, North Carolina, South Carolina
Region V – EAST-NORTH CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region VI – EAST-SOUTH CENTRAL:	Alabama, Kentucky, Mississippi, Tennessee
Region VII – WEST-NORTH CENTRAL:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Region VIII – WEST-SOUTH CENTRAL:	Arkansas, Louisiana, Oklahoma, Texas
Region IX – MOUNTAIN:	Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, Wyoming
Region X – PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

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*Note: When data warrant, state or local area salary information can be obtained for a moderate fee by contacting BAI's Compensation Advisory Services Group at 800/323-8552.

The *1987 BAI Bank Cash Compensation Survey* surveyed the following 89 job titles commonly found in banking (listed numerically):

101 File Clerk
102 General Clerk
103 Clerk Typist
104 Data Entry Operator
105 Mail Clerk
106 Accounting Clerk-Senior
107 Accounting Clerk
108 Proof Machine Operator
109 Word Processing Operator
110 Bookkeeping Machine Operator
111 Maintenance Service Worker
112 Custodian
113 Messenger
114 Security Guard
201 Safe Deposit Clerk
202 Receptionist
203 New Accounts Representative
204 Telephone Operator
205 Secretary
206 Executive Secretary
207 Legal Secretary
208 Universal Teller
209 Head Teller
301 Senior Commercial Loan Officer
302 Commercial Loan Officer
303 Senior Consumer Loan Officer
304 Consumer Loan Officer
305 Senior Mortgage Loan Officer
306 Mortgage Loan Officer
307 Trust Account Administrator
308 Corporate Trust Officer
309 Personal Trust Officer
310 Staff Attorney
311 Internal Auditor
312 Loan Review Officer
313 Business Development Officer
314 Systems Analyst
315 Senior Computer Programmer
316 Computer Programmer
317 Senior Computer Operator
318 Computer Operator
319 Staff Appraiser
320 Consumer Loan Collector
321 Personnel Assistant
322 Employment Interviewer
323 Assistant Branch Manager (Large +31)
324 Assistant Branch Manager (Medium 10-30)
325 Assistant Branch Manager (Small -10)
326 Accountant
327 Officer Trainee (Bachelor's Degree)
328 Officer Trainee (Master's Degree)
329 Advertising Officer
330 New Accounts Officer
401 Chief Executive Officer
402 Chief Administrative Officer
403 Chief Financial Officer
404 Senior Operations Officer
405 Operations Officer
406 Personnel Officer/Director
407 Marketing Officer
408 Controller
409 General Accounting Manager
410 Branch Administration Officer
411 Branch Manager (Large +31)
412 Branch Manager (Medium 10-30)
413 Branch Manager (Small -10)
414 Data Processing Director
415 Computer Center Manager
416 Systems & Programming Manager
417 Data Processing Operations Supervisor
418 Purchasing Manager
419 Commercial Credit Department Manager
420 Consumer Loan Department Manager
421 Mortgage Loan Department Manager
422 Commercial Loan Department Manager
423 Senior Trust Officer
424 Trust Operations Manager
425 Telephone Supervisor
426 Compensation and Benefits Manager
427 Payroll Supervisor
428 Internal Audit Manager
429 Security Manager
430 Consumer Loan Collection Manager
431 Training Director
432 Employment Director
433 Senior Business Development Officer
434 Senior International Banking Officer
435 Senior Investment Officer
436 Senior Correspondent Banking Officer

The *1987 BAI Bank Cash Compensation Survey* included the following 89 job titles commonly found in banking (listed alphabetically by title, some job titles may be listed twice):

326	Accountant
107	Accounting Clerk
106	Accounting Clerk-Senior
409	Accounting, General Manager
329	Advertising Officer
319	Appraiser (Staff)
310	Attorney (Staff)
428	Audit Manager (Internal)
311	Auditor (Internal)
110	Bookkeeping Machine Operator
410	Branch Administration Officer
411	Branch Manager (Large, 31+ employees)
412	Branch Manager (Medium, 10-30 employees)
413	Branch Manager (Small, under 10 employees)
323	Branch Manager, Assistant (Large, 31+ employees)
324	Branch Manager, Assistant (Medium, 10-30 employees)
325	Branch Manager, Assistant (Small, under 10 employees)
313	Business Development Officer
433	Business Development Officer, Senior
402	Chief Administrative Officer
401	Chief Executive Officer
403	Chief Financial Officer
107	Clerk, Accounting
106	Clerk, Senior Accounting
101	Clerk, File
102	Clerk, General
105	Clerk, Mail
201	Clerk, Safe Deposit
103	Clerk, Typist
419	Commercial Credit Department Manager
422	Commercial Loan Department Manager
302	Commercial Loan Officer
301	Commercial Loan Officer, Senior
426	Compensation and Benefits Manager
415	Computer Center Manager
318	Computer Operator
317	Computer Operator, Senior
316	Computer Programmer
315	Computer Programmer, Senior
430	Consumer Loan Collection Manager
320	Consumer Loan Collector
420	Consumer Loan Department Manager
304	Consumer Loan Officer
303	Consumer Loan Officer, Senior
408	Controller
436	Correspondent Banking Officer, Senior
112	Custodian
104	Data Entry Operator
414	Data Processing Director
417	Data Processing Operations Supervisor
432	Employment Director
322	Employment Interviewer
434	International Banking Officer, Senior
435	Investment Officer, Senior
312	Loan Review Officer
111	Maintenance Service Worker
407	Marketing Officer
113	Messenger
421	Mortgage Loan Department Manager
306	Mortgage Loan Officer
305	Mortgage Loan Officer, Senior
330	New Accounts Officer
203	New Accounts Representative
327	Officer Trainee (Bachelor's Degree)
328	Officer Trainee (Master's Degree)
405	Operations Officer
404	Operations Officer, Senior
427	Payroll Supervisor
321	Personnel Assistant
406	Personnel Officer/Director
108	Proof Machine Operator
418	Purchasing Manager
202	Receptionist
205	Secretary
206	Secretary, Executive
207	Secretary, Legal
114	Security Guard
429	Security Manager
314	Systems Analyst
416	Systems & Programming Manager
204	Telephone Operator
425	Telephone Supervisor
209	Teller, Head
208	Teller, Universal
431	Training Director
307	Trust Account Administrator
308	Trust Officer, Corporate
309	Trust Officer, Personal
423	Trust Officer, Senior
424	Trust Operations Manager
109	Word Processing Operator

Descriptions of the responsibilities of 89 bank job titles were provided in the *Benchmark Position Summary*, which accompanied the survey's input form. Participants were asked to identify positions in their banks that most closely resemble the benchmark descriptions. It was recommended that when a position incumbent performed more than one-half of the responsibilities described in the benchmark description, a position match existed. Salary and demographic data were collected based on this position match. All survey data were edited before analysis, and discrepencies were resolved with respondent banks. This year's survey data include:

Number of Banks	The actual number of banks that submitted usable data for each summary position. Salary and demographic data are reported for each asset category with five or more respondents.
Mean Base Salary	The arithmetic average of the reported base salaries (the sum of the base salaries divided by the number of respondents). Base salary is reported as an annual figure. When an hourly base salary was reported, it was converted to an annual rate by multiplying the hourly rate by 2,080 hours (40 hour/week times 52 weeks). Monthly base salaries were converted by multiplying by 12.
Mean Salary Range Minimum	The arithmetic average of the reported minimum established salary range. Salary range minimum is reported as an annual figure. Hourly or monthly salary range minimums were annualized using the same procedures as described in mean base salary. Where range minimums are missing, insufficient information was available for analysis.
Mean Salary Range Maximum	The arithmetic average of the reported maximum established salary range. Salary range maximum is reported as an annual figure. Hourly or monthly range maximums were annualized using the same procedures as described in mean base salary. Where range maximums are missing, insufficient information was available for analysis.
Median Base Salary	The middle value, or more commonly known as midpoint, when annualized base salary is arranged in order of magnitude. It is the point below which 50 percent of the reported base salaries fall.
Mean Number of Incumbents	The arithmetic average of the reported total number of incumbents for each matched position.

These data were reported for all bank job titles. The following additional demographic data were reported only for the officer level positions.

Mean Age	The arithmetic average of the reported age in years for the matched position incumbents. The mean is reported as a whole number.
Mean Length of Service	The arithmetic average of the number of years the matched position incumbents have worked at the respondent banks. The mean is reported as a whole number.
Mean Years Assigned to Current Position	The arithmetic average of the number of years that the incumbents have worked in the position that most closely resembles the benchmark. The mean is reported as a whole number.
Mean Total Number of Employees Supervised	The arithmetic average of the total number (head count) of employees supervised both directly and through others. The mean is reported as a whole number.

Approximately 47% of this year's respondents provided incentive bonus award information. This information is reported only at the national level for all surveyed positions. Incentive award information reported in this year's survey includes:

Mean Incentive Award	The arithmetic average of the reported incentive award paid (the sum of the actual awards divided by the number of banks reporting incentive award payouts). Incentive awards for the purpose of this survey are limited to cash payouts. Deferred bonus awards were not reported by the respondents.
Banks Reporting Incentive Awards	The actual number of banks that provided usable incentive award information for each matched position.

Survey participants reported salary planning information as part of the 1987 salary survey. Nationally, the average salary increase for job titles grouped by levels was 5.84% for officers, 5.38% for exempt nonofficers, and 5.26% for nonexempts. In 1987, the average national increase for salary ranges was 5.20% for officers, 4.90% for exempt nonofficers, and 4.78% for nonexempts.

Nationally, the projected average salary increase for 1988 was 5.44% for officers, 5.16% for exempt nonofficers, and 5.14% for nonexempts. The projected increase in 1988 salary ranges averaged 4.95% for officers, 4.77% for exempt nonofficers, and 4.70% for nonexempts.

The following report is divided into two sections:

The first section summarizes national results and includes number of banks, mean base salary, mean salary range, mean range minimum and maximum, 1987 median base salary, percentage change over 1986 median base salary, mean incentive award, and number of banks reporting incentive awards. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Mean base salary and median base salary data are noted with an asterisk (*) when they do not fall within the mean salary range minimums or maximums. The national percentage change of median base salary is reported for most job titles surveyed in 1986 and 1987. When insufficient data prevented reporting a median base salary last year, the percentage change for this year is not reported. The percentage change for all bank asset categories provides a stable estimate of actual salary growth 1986 to 1987. Within the individual asset categories, the percentage change may vary widely for some job titles due to the differences in the number of respondent banks and their unique salary characteristics. National salary data are reported for each job title by asset category and by total number of banks within the respective geographic region. If fewer than five banks in an asset category responded to a job title, then these data were not reported.

The second section of this report summarizes the survey results for your bank's geographic region. Data are reported for each job title by asset category and by total number of banks within the respective geographic region. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Mean base salary and median base salary data are noted with an asterisk (*) when they do not fall within the mean salary range minimums or maximums. If fewer than five banks in an asset category responded to a job title, then these data were not reported. Because of the limited number of survey respondents at the regional level, these data should be used as a reference rather than a definitive guide when reviewing or updating your bank's salaries.

National Results

NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
101 FILE CLERK								
UNDER $50 MILLION	73	$9,758	$8,927	$12,125	$9,610	4.2	$530	17
$50 TO $99 MILLION	176	$10,151	$8,988	$12,526	$10,000	5.1	$455	41
$100 TO $249 MILLION	202	$10,060	$8,793	$12,522	$10,000	1.1	$618	42
$250 TO $499 MILLION	83	$10,318	$8,947	$12,751	$10,058	1.8	$445	11
$500 TO $999 MILLION	30	$9,864	$8,896	$12,853	$9,562	3.9-	$272	5
$1 BILLION AND OVER	34	$10,707	$9,333	$13,525	$10,744	2.0	$406	3
ALL BANKS	598	$10,113	$8,926	$12,638	$9,992	2.5	$513	119
102 GENERAL CLERK								
UNDER $50 MILLION	124	$11,658	$10,280	$14,327	$11,518	5.3	$569	31
$50 TO $99 MILLION	205	$11,859	$9,861	$14,116	$11,734	3.9	$750	49
$100 TO $249 MILLION	245	$11,549	$9,563	$14,354	$11,581	3.7	$549	51
$250 TO $499 MILLION	83	$11,908	$9,825	$14,707	$11,550	4.7	$530	9
$500 TO $999 MILLION	28	$11,018	$9,467	$14,208	$10,745	3.3-	$546	6
$1 BILLION AND OVER	30	$11,429	$10,009	$14,641	$11,048	4.0-	$903	3
ALL BANKS	715	$11,672	$9,764	$14,353	$11,563	3.5	$625	149
103 CLERK TYPIST								
UNDER $50 MILLION	48	$12,072	$10,586	$14,726	$11,700	5.0	$806	11
$50 TO $99 MILLION	79	$11,620	$9,936	$14,316	$11,600	4.0	$603	26
$100 TO $249 MILLION	121	$11,628	$9,873	$14,065	$11,395	3.6	$639	26
$250 TO $499 MILLION	59	$11,779	$10,217	$14,812	$11,500	2.0	$521	7
$500 TO $999 MILLION	22	$12,045	$10,731	$15,301	$11,863	7.4	$622	4
$1 BILLION AND OVER	29	$12,023	$10,241	$15,157	$11,794	1.7-	$569	2
ALL BANKS	358	$11,767	$10,124	$14,533	$11,500	3.2	$637	76
104 DATA ENTRY OPERATOR								
UNDER $50 MILLION	65	$11,320	$10,372	$13,849	$11,495	2.9	$664	11
$50 TO $99 MILLION	134	$11,865	$9,965	$14,314	$11,388	1.4-	$593	33
$100 TO $249 MILLION	195	$12,025	$10,088	$14,458	$11,844	4.4	$611	36
$250 TO $499 MILLION	75	$12,072	$10,191	$15,154	$11,881	4.3	$659	9
$500 TO $999 MILLION	35	$12,003	$10,353	$15,358	$11,725	4.6	$667	7
$1 BILLION AND OVER	38	$12,528	$10,688	$16,094	$12,376	.1	$734	3
ALL BANKS	542	$11,940	$10,185	$14,744	$11,805	3.2	$623	99
105 MAIL CLERK								
UNDER $50 MILLION	15	$9,856	$8,942	$12,054	$9,250	8.8-	$421	1
$50 TO $99 MILLION	51	$9,891	$9,063	$12,489	$9,780	.2	$312	7
$100 TO $249 MILLION	150	$10,163	$8,714	$12,344	$9,837	3.2-	$577	30
$250 TO $499 MILLION	82	$10,723	$9,179	$13,222	$10,783	6.6	$388	9
$500 TO $999 MILLION	34	$10,539	$9,083	$13,446	$10,193	5.5	$549	7
$1 BILLION AND OVER	33	$11,010	$9,678	$14,073	$10,849	1.6-	$1,126	3
ALL BANKS	365	$10,353	$9,042	$12,923	$10,206	1.3	$537	57

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
106 ACCOUNTING CLERK - SR								
UNDER $50 MILLION	127	$14,406	$12,257	$16,528	$14,059	1.6	$849	30
$50 TO $99 MILLION	166	$15,926	$12,868	$18,190	$15,359	2.5	$1,623	45
$100 TO $249 MILLION	182	$15,990	$12,596	$18,286	$15,510	2.0	$976	36
$250 TO $499 MILLION	74	$16,433	$13,104	$19,638	$15,758	2.9	$952	9
$500 TO $999 MILLION	28	$15,868	$13,317	$19,682	$15,827	2.7	$1,091	7
$1 BILLION AND OVER	30	$17,031	$13,860	$20,991	$16,945	7.4	$1,606	3
ALL BANKS	607	$15,743	$12,841	$18,555	$15,343	2.4	$1,190	130
107 ACCOUNTING CLERK								
UNDER $50 MILLION	139	$12,061	$10,212	$13,992	$11,859	2.3	$675	31
$50 TO $99 MILLION	208	$12,501	$10,250	$14,877	$12,363	.3-	$584	51
$100 TO $249 MILLION	275	$12,953	$10,632	$15,455	$12,730	2.7	$669	50
$250 TO $499 MILLION	95	$13,505	$11,151	$16,668	$13,039	3.5	$756	13
$500 TO $999 MILLION	33	$12,551	$10,741	$16,190	$12,153	2.6-	$683	7
$1 BILLION AND OVER	35	$13,705	$11,571	$17,249	$13,489	3.3	$1,217	3
ALL BANKS	785	$12,756	$10,650	$15,515	$12,552	2.0	$661	155
108 PROOF MACHINE OPERATOR								
UNDER $50 MILLION	229	$11,474	$9,717	$13,335	$11,180	4.3	$714	62
$50 TO $99 MILLION	300	$11,515	$9,637	$13,860	$11,226	2.9	$1,339	78
$100 TO $249 MILLION	320	$11,300	$9,572	$13,934	$11,200	3.9	$633	64
$250 TO $499 MILLION	99	$11,419	$9,756	$14,479	$11,220	5.1	$652	16
$500 TO $999 MILLION	38	$10,788	$9,659	$14,336	$10,584	2.4	$586	8
$1 BILLION AND OVER	36	$11,097	$9,959	$14,638	$11,000	1.4-	$455	3
ALL BANKS	1022	$11,389	$9,656	$13,974	$11,188	3.9	$891	231
109 WORD PROCESSING OPERATOR								
UNDER $50 MILLION	22	$13,229	$11,778	$16,596	$12,500	1.6-	$201	3
$50 TO $99 MILLION	29	$13,113	$11,195	$15,752	$12,980	6.9	$527	3
$100 TO $249 MILLION	95	$12,747	$10,456	$15,173	$12,490	1.8	$872	16
$250 TO $499 MILLION	45	$13,644	$11,447	$17,144	$12,579	2.7	$665	4
$500 TO $999 MILLION	24	$12,974	$10,836	$16,124	$12,922	1.0	$754	3
$1 BILLION AND OVER	32	$13,564	$11,786	$17,494	$13,233	5.9-	$2,995	1
ALL BANKS	247	$13,118	$11,057	$16,183	$12,786	1.5	$802	30
110 BOOKKEEPING MACHINE OPERATOR								
UNDER $50 MILLION	43	$11,954	$9,910	$13,399	$11,976	11.0	$821	18
$50 TO $99 MILLION	40	$11,874	$9,979	$14,267	$11,356	1.2-	$651	14
$100 TO $249 MILLION	31	$12,271	$10,331	$15,281	$11,668	3.0-	$861	7
$250 TO $499 MILLION	5	$12,990	$10,942	$18,375	$12,600	7.9	$893	1
$500 TO $999 MILLION	3	INSUFFICIENT DATA						
$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	125	$12,054	$10,167	$14,752	$11,629	1.1	$770	40

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
111 MAINTENANCE SERVICE WORKER								
UNDER $50 MILLION	19	$12,338	$11,266	$15,198	$12,480	25.7	$657	2
$50 TO $99 MILLION	58	$12,947	$10,162	$14,792	$12,968	5.8	$547	18
$100 TO $249 MILLION	146	$14,659	$11,375	$16,799	$13,600	4.1	$704	29
$250 TO $499 MILLION	70	$14,711	$11,095	$16,969	$13,693	4.6	$623	8
$500 TO $999 MILLION	29	$14,933	$11,354	$16,823	$14,358	7.0	$807	4
$1 BILLION AND OVER	30	$15,029	$11,990	$17,577	$15,096	6.5	$2,111	2
ALL BANKS	352	$14,320	$11,233	$16,653	$13,521	4.4	$698	63
112 CUSTODIAN								
UNDER $50 MILLION	73	$10,304	$9,086	$12,461	$9,898	5.3	$416	19
$50 TO $99 MILLION	108	$11,195	$8,686	$12,722	$10,395	.3-	$526	32
$100 TO $249 MILLION	113	$11,878	$9,212	$13,196	$11,200	8.1	$651	21
$250 TO $499 MILLION	38	$10,868	$8,347	$12,676	$10,692	2.4	$498	3
$500 TO $999 MILLION	16	$10,184	$8,564	$12,505	$10,082	3.2-	$709	5
$1 BILLION AND OVER	19	$11,490	$9,026	$13,591	$10,584	3.3-	$1,626	2
ALL BANKS	367	$11,164	$8,880	$12,940	$10,496	1.9	$570	82
113 MESSENGER								
UNDER $50 MILLION	29	$10,547	$9,183	$12,527	$10,423	.4-	$48	3
$50 TO $99 MILLION	104	$10,838	$9,077	$12,695	$10,783	4.0	$379	23
$100 TO $249 MILLION	183	$11,061	$9,056	$12,634	$11,012	10.1	$550	34
$250 TO $499 MILLION	82	$10,614	$9,212	$13,412	$10,279	1.2-	$542	9
$500 TO $999 MILLION	29	$10,900	$9,321	$13,613	$10,937	3.5	$747	5
$1 BILLION AND OVER	34	$11,745	$10,158	$15,021	$11,570	2.4	$1,487	2
ALL BANKS	461	$10,939	$9,228	$13,121	$10,800	4.1	$515	76
114 SECURITY GUARD								
UNDER $50 MILLION	7	$14,706	$12,057	$17,922	$12,600	36.7-		
$50 TO $99 MILLION	18	$13,442	$11,106	$15,057	$13,615	10.0	$300	1
$100 TO $249 MILLION	40	$14,271	$10,608	$14,888	$14,075	6.3	$374	6
$250 TO $499 MILLION	26	$14,549	$11,567	$16,305	$13,934	6.5	$430	4
$500 TO $999 MILLION	16	$12,244	$10,494	$15,474	$12,040	3.2	$475	1
$1 BILLION AND OVER	28	$13,459	$11,261	$16,899	$13,448	4.8	$1,768	2
ALL BANKS	135	$13,831	$11,084	$15,977	$13,500	5.1	$591	14

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

201 SAFE DEPOSIT CLERK	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
UNDER $50 MILLION	31	$12,648	$10,227	$14,686	$12,528	12.4	$1,039	5
$50 TO $99 MILLION	136	$11,750	$9,821	$13,740	$11,516	.1-	$717	32
$100 TO $249 MILLION	242	$12,044	$9,890	$14,157	$11,965	1.6	$727	45
$250 TO $499 MILLION	90	$12,785	$10,178	$14,811	$12,516	4.4	$688	10
$500 TO $999 MILLION	30	$12,560	$10,130	$15,070	$12,801	7.4	$833	5
$1 BILLION AND OVER	29	$13,156	$10,629	$15,713	$12,980	.5	$710	1
ALL BANKS	558	$12,211	$10,015	$14,396	$12,024	1.9	$741	98
202 RECEPTIONIST								
UNDER $50 MILLION	79	$11,131	$9,806	$12,943	$11,000	3.7	$574	17
$50 TO $99 MILLION	154	$11,339	$9,736	$13,575	$11,400	4.3	$693	45
$100 TO $249 MILLION	149	$11,427	$9,723	$13,954	$11,042	2.3	$597	29
$250 TO $499 MILLION	68	$12,007	$10,115	$14,693	$11,859	1.3	$547	8
$500 TO $999 MILLION	25	$12,347	$10,477	$15,485	$12,089	7.5	$645	6
$1 BILLION AND OVER	32	$12,143	$10,565	$15,619	$12,299	2.2-	$1,286	3
ALL BANKS	507	$11,524	$9,935	$14,147	$11,432	3.7	$651	108
203 NEW ACCOUNTS REPRESENTATIVE								
UNDER $50 MILLION	200	$13,220	$11,262	$16,044	$12,854	4.5	$678	44
$50 TO $99 MILLION	286	$13,419	$10,821	$15,800	$13,001	3.2	$748	76
$100 TO $249 MILLION	308	$13,274	$10,995	$16,379	$13,198	4.0	$793	64
$250 TO $499 MILLION	111	$14,134	$11,616	$17,464	$14,085	4.3	$658	17
$500 TO $999 MILLION	36	$13,943	$12,002	$17,974	$13,388	1.5-	$702	10
$1 BILLION AND OVER	36	$15,283 *	$15,741	$21,283	$14,789 *	2.4	$775	2
ALL BANKS	977	$13,503	$11,377	$16,689	$13,199	3.5	$738	213
204 TELEPHONE OPERATOR								
UNDER $50 MILLION	61	$11,092	$10,343	$13,580	$11,200	13.5	$396	13
$50 TO $99 MILLION	189	$11,091	$9,455	$13,305	$11,117	6.6	$582	38
$100 TO $249 MILLION	276	$11,237	$9,354	$13,197	$10,998	.5	$607	53
$250 TO $499 MILLION	99	$12,177	$9,831	$14,200	$11,834	4.4	$491	12
$500 TO $999 MILLION	31	$11,985	$9,964	$14,983	$12,085	2.5	$647	6
$1 BILLION AND OVER	35	$13,038	$10,437	$15,506	$13,247	3.4	$1,404	3
ALL BANKS	691	$11,441	$9,627	$13,701	$11,394	4.5	$587	125
205 SECRETARY								
UNDER $50 MILLION	186	$13,080	$11,332	$15,688	$12,933	6.4	$676	43
$50 TO $99 MILLION	258	$13,581	$11,098	$16,005	$12,986	1.1	$775	68
$100 TO $249 MILLION	279	$13,678	$11,027	$16,555	$13,510	4.0	$933	54
$250 TO $499 MILLION	104	$14,086	$11,439	$17,246	$13,721	4.9	$764	13
$500 TO $999 MILLION	39	$13,808	$11,408	$17,134	$13,512	2.2	$677	8
$1 BILLION AND OVER	43	$14,607	$12,072	$18,277	$14,485	2.9-	$1,235	3
ALL BANKS	909	$13,624	$11,238	$16,558	$13,395	3.4	$800	189

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
206 EXECUTIVE SECRETARY								
UNDER $50 MILLION	188	$16,941	$13,843	$19,161	$16,762	6.9	$1,269	46
$50 TO $99 MILLION	263	$17,540	$13,738	$19,997	$16,500	.6	$976	66
$100 TO $249 MILLION	284	$17,978	$13,719	$20,456	$17,700	4.1	$1,275	58
$250 TO $499 MILLION	97	$19,327	$14,737	$22,428	$18,856	8.2	$1,246	12
$500 TO $999 MILLION	37	$18,213	$13,873	$21,002	$17,836	1.3-	$1,237	7
$1 BILLION AND OVER	40	$20,503	$15,752	$24,045	$20,080	1.6	$2,021	3
ALL BANKS	909	$17,901	$14,039	$20,745	$17,437	3.2	$1,179	192
207 LEGAL SECRETARY								
UNDER $50 MILLION	32	$14,844	$11,982	$17,658	$14,717	4.7	$957	6
$50 TO $99 MILLION	38	$14,194	$11,195	$17,338	$13,463	11.6-	$745	7
$100 TO $249 MILLION	28	$15,525	$12,148	$18,515	$14,655	8.6	$601	9
$250 TO $499 MILLION	15	$16,766	$12,843	$19,546	$15,586	3.6-	$800	1
$500 TO $999 MILLION	6	$18,183	$15,408	$23,005	$14,906 *	5.4-	$1,500	1
$1 BILLION AND OVER	18	$17,022	$14,015	$21,263	$17,039	6.1-		
ALL BANKS	137	$15,420	$12,551	$19,040	$14,980	.1-	$778	24
208 UNIVERSAL TELLER								
UNDER $50 MILLION	305	$11,338	$9,476	$13,608	$11,032	6.6	$738	81
$50 TO $99 MILLION	318	$11,158	$9,429	$14,918	$10,977	1.6	$1,237	83
$100 TO $249 MILLION	315	$11,090	$9,589	$14,648	$11,017	2.3	$594	64
$250 TO $499 MILLION	108	$11,525	$10,046	$15,505	$11,163	1.5	$525	13
$500 TO $999 MILLION	42	$11,151	$10,107	$15,380	$11,579	4.2	$575	9
$1 BILLION AND OVER	40	$12,775	$11,297	$16,926	$12,299	4.4	$1,106	3
ALL BANKS	1128	$11,282	$9,700	$14,796	$11,085	3.1	$853	253
209 HEAD TELLER								
UNDER $50 MILLION	255	$14,558	$12,119	$16,257	$14,004	4.3	$912	74
$50 TO $99 MILLION	286	$15,115	$12,393	$17,826	$14,498	2.8	$1,065	80
$100 TO $249 MILLION	298	$15,182	$12,378	$18,069	$14,660	5.1	$1,090	60
$250 TO $499 MILLION	97	$15,225	$12,486	$18,925	$14,508	4.2	$663	12
$500 TO $999 MILLION	38	$14,657	$12,561	$18,741	$14,746	3.2	$866	9
$1 BILLION AND OVER	35	$15,753	$13,456	$20,456	$15,630	2.5	$843	2
ALL BANKS	1009	$15,008	$12,431	$18,041	$14,480	3.5	$994	237

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
301 SR COMMERCIAL LOAN OFFICER								
UNDER $50 MILLION	156	$40,863	$34,578	$51,713	$40,173	2.7	$3,669	57
$50 TO $99 MILLION	234	$44,170	$34,005	$50,699	$43,025	5.5	$4,039	81
$100 TO $249 MILLION	259	$47,276	$32,992	$51,788	$45,460	5.4	$5,903	90
$250 TO $499 MILLION	95	$48,867	$35,353	$55,351	$46,063	2.3	$5,280	31
$500 TO $999 MILLION	40	$49,729	$36,698	$57,160	$45,700	.3-	$5,066	13
$1 BILLION AND OVER	36	$50,745	$36,514	$57,333	$46,996	4.9	$9,736	6
ALL BANKS	820	$45,598	$34,449	$53,100	$44,000	4.8	$4,876	278
302 COMMERCIAL LOAN OFFICER								
UNDER $50 MILLION	116	$29,503	$26,480	$38,505	$28,989	.2-	$2,214	39
$50 TO $99 MILLION	203	$32,134	$24,572	$38,075	$31,900	6.7	$2,793	70
$100 TO $249 MILLION	254	$32,622	$24,142	$38,122	$32,042	6.7	$2,811	69
$250 TO $499 MILLION	95	$32,662	$24,849	$40,415	$32,200	5.0	$2,637	22
$500 TO $999 MILLION	37	$33,062	$24,781	$40,104	$29,956	4.8-	$2,026	8
$1 BILLION AND OVER	34	$31,404	$25,468	$39,757	$29,627	5.6	$3,076	5
ALL BANKS	739	$31,961	$24,741	$38,825	$31,300	4.3	$2,654	213
303 SR CONSUMER LOAN OFFICER								
UNDER $50 MILLION	71	$33,053	$28,062	$40,001	$32,400	11.9	$3,472	22
$50 TO $99 MILLION	125	$32,038	$24,137	$36,050	$30,600	.3-	$2,572	42
$100 TO $249 MILLION	161	$34,373	$25,762	$39,742	$33,582	5.3	$3,362	56
$250 TO $499 MILLION	64	$37,766	$27,584	$44,176	$36,933	6.0	$3,382	19
$500 TO $999 MILLION	28	$36,766	$27,345	$41,960	$35,724	12.5	$6,247	11
$1 BILLION AND OVER	24	$35,661	$28,590	$44,454	$36,165	6.0	$1,980	3
ALL BANKS	473	$34,211	$26,453	$40,615	$33,078	5.0	$3,344	153
304 CONSUMER LOAN OFFICER								
UNDER $50 MILLION	150	$23,358	$19,765	$28,803	$21,675	2.1	$1,679	49
$50 TO $99 MILLION	233	$23,394	$18,023	$27,127	$22,442	4.9	$1,654	72
$100 TO $249 MILLION	259	$23,308	$18,694	$28,614	$22,665	3.0	$1,933	71
$250 TO $499 MILLION	88	$25,008	$19,261	$30,749	$24,500	3.2	$2,025	13
$500 TO $999 MILLION	29	$25,566	$19,420	$30,324	$25,324	7.1	$1,728	6
$1 BILLION AND OVER	28	$24,429	$20,695	$31,780	$23,515	3.4-	$738	2
ALL BANKS	787	$23,656	$18,895	$28,911	$22,734	3.4	$1,769	213
305 SR MORTGAGE LOAN OFFICER								
UNDER $50 MILLION	40	$31,798	$27,093	$37,768	$31,080	.7	$2,399	16
$50 TO $99 MILLION	62	$33,415	$25,885	$37,155	$31,060	2.2-	$4,469	21
$100 TO $249 MILLION	108	$37,671	$28,959	$43,149	$38,475	9.6	$3,741	35
$250 TO $499 MILLION	47	$41,354	$31,212	$49,139	$39,193	.2	$4,181	10
$500 TO $999 MILLION	25	$41,614	$31,128	$46,981	$40,010	3.5	$11,152	7
$1 BILLION AND OVER	20	$42,046	$32,418	$49,557	$40,000	8.8-	$6,393	4
ALL BANKS	302	$37,171	$29,458	$44,205	$35,275	1.7-	$4,394	93

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
306 MORTGAGE LOAN OFFICER								
UNDER $50 MILLION	49	$24,608	$22,685	$31,367	$23,994	9.2	$2,403	12
$50 TO $99 MILLION	102	$23,610	$19,426	$28,818	$23,294	2.4	$1,963	32
$100 TO $249 MILLION	177	$25,687	$19,443	$30,519	$24,819	5.2	$2,373	44
$250 TO $499 MILLION	67	$27,483	$21,523	$33,216	$26,543	4.1	$3,324	11
$500 TO $999 MILLION	28	$25,769	$20,229	$31,036	$24,376	4.7	$3,043	6
$1 BILLION AND OVER	21	$28,205	$24,157	$36,140	$25,023	9.0-	$2,746	3
ALL BANKS	444	$25,481	$20,512	$31,377	$24,400	1.7	$2,399	108
307 TRUST ACCOUNT ADMINISTRATOR								
UNDER $50 MILLION	12	$27,654 *	$30,850	$44,725	$21,750 *		$5,085	4
$50 TO $99 MILLION	28	$23,409	$21,096	$30,336	$20,200 *	1.3	$1,259	8
$100 TO $249 MILLION	91	$27,372	$21,306	$32,197	$25,350	1.3	$1,851	19
$250 TO $499 MILLION	53	$34,868	$25,914	$42,593	$34,700	7.0	$1,187	8
$500 TO $999 MILLION	25	$37,502	$27,918	$43,969	$40,000	1.1	$3,693	9
$1 BILLION AND OVER	13	$29,297	$25,237	$39,251	$27,450	8.5-	$1,319	2
ALL BANKS	222	$29,942	$24,276	$37,874	$28,375	1.4	$2,219	50
308 CORPORATE TRUST OFFICER								
UNDER $50 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	14	$29,551	$20,090	$32,729	$25,850	17.0-	$2,452	5
$100 TO $249 MILLION	44	$36,365	$24,208	$38,341	$35,000	3.7	$3,410	13
$250 TO $499 MILLION	41	$35,294	$26,665	$42,420	$35,350	5.1-	$3,419	5
$500 TO $999 MILLION	25	$37,292	$27,444	$42,108	$36,530	7.0	$3,323	4
$1 BILLION AND OVER	25	$41,703	$33,022	$51,795	$36,842	3.4	$5,303	7
ALL BANKS	152	$36,674	$27,659	$43,491	$35,123	1.2	$3,650	34
309 PERSONAL TRUST OFFICER								
UNDER $50 MILLION	6	$31,256	$29,283	$47,150	$30,550	59.1	$4,794	3
$50 TO $99 MILLION	32	$22,769	$19,820	$30,620	$21,650	.1	$1,989	8
$100 TO $249 MILLION	82	$27,080	$21,440	$33,460	$27,748	6.4	$2,268	25
$250 TO $499 MILLION	60	$31,807	$23,812	$38,652	$30,900	5.3	$1,929	9
$500 TO $999 MILLION	23	$28,439	$23,321	$36,007	$27,750	5.5-	$2,898	4
$1 BILLION AND OVER	22	$37,269	$29,679	$47,165	$31,770	.3	$7,048	6
ALL BANKS	225	$28,924	$23,648	$37,425	$27,750	1.3	$2,877	55
310 STAFF ATTORNEY								
UNDER $50 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	11	$35,386 *	$47,563	$67,616	$28,000 *	.1-	$3,263	2
$100 TO $249 MILLION	14	$42,642	$34,027	$52,795	$38,500	3.8-	$3,521	4
$250 TO $499 MILLION	17	$52,394	$35,977	$56,766	$51,700	28.0	$6,683	5
$500 TO $999 MILLION	4	INSUFFICIENT DATA						
$1 BILLION AND OVER	26	$45,745	$34,420	$53,704	$45,997	3.6	$5,722	3
ALL BANKS	75	$46,081	$36,287	$56,008	$45,450	12.0	$5,085	14

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
301 SR COMMERCIAL LOAN OFFICER								
UNDER $50 MILLION	156	$40,863	$34,578	$51,713	$40,173	2.7	$3,669	57
$50 TO $99 MILLION	234	$44,170	$34,005	$50,699	$43,025	5.5	$4,039	81
$100 TO $249 MILLION	259	$47,276	$32,992	$51,788	$45,460	5.4	$5,903	90
$250 TO $499 MILLION	95	$48,867	$35,353	$55,351	$46,063	2.3	$5,280	31
$500 TO $999 MILLION	40	$49,729	$36,698	$57,160	$45,700	.3-	$5,066	13
$1 BILLION AND OVER	36	$50,745	$36,514	$57,333	$46,996	4.9	$9,736	6
ALL BANKS	820	$45,598	$34,449	$53,100	$44,000	4.8	$4,876	278
302 COMMERCIAL LOAN OFFICER								
UNDER $50 MILLION	116	$29,503	$26,480	$38,505	$28,989	.2-	$2,214	39
$50 TO $99 MILLION	203	$32,134	$24,572	$38,075	$31,900	6.7	$2,793	70
$100 TO $249 MILLION	254	$32,622	$24,142	$38,122	$32,042	6.7	$2,811	69
$250 TO $499 MILLION	95	$32,662	$24,849	$40,415	$32,200	5.0	$2,637	22
$500 TO $999 MILLION	37	$33,062	$24,781	$40,104	$29,956	4.8-	$2,026	8
$1 BILLION AND OVER	34	$31,404	$25,468	$39,757	$29,627	5.6	$3,076	5
ALL BANKS	739	$31,961	$24,741	$38,825	$31,300	4.3	$2,654	213
303 SR CONSUMER LOAN OFFICER								
UNDER $50 MILLION	71	$33,053	$28,062	$40,001	$32,400	11.9	$3,472	22
$50 TO $99 MILLION	125	$32,038	$24,137	$36,050	$30,600	.3-	$2,572	42
$100 TO $249 MILLION	161	$34,373	$25,762	$39,742	$33,582	5.3	$3,362	56
$250 TO $499 MILLION	64	$37,766	$27,584	$44,176	$36,933	6.0	$3,382	19
$500 TO $999 MILLION	28	$36,766	$27,345	$41,960	$35,724	12.5	$6,247	11
$1 BILLION AND OVER	24	$35,661	$28,590	$44,454	$36,165	6.0	$1,980	3
ALL BANKS	473	$34,211	$26,453	$40,615	$33,078	5.0	$3,344	153
304 CONSUMER ~~LOAN OFFICER~~								
UNDER $50 MILLION	150	$23,358	$19,765	$28,803	$21,675	2.1	$1,679	49
$50 TO $99 MILLION	233	$23,394	$18,023	$27,127	$22,442	4.9	$1,654	72
$100 TO $249 MILLION	259	$23,308	$18,694	$28,614	$22,665	3.0	$1,933	71
$250 TO $499 MILLION	88	$25,008	$19,261	$30,749	$24,500	3.2	$2,025	13
$500 TO $999 MILLION	29	$25,566	$19,420	$30,324	$25,324	7.1	$1,728	6
$1 BILLION AND OVER	28	$24,429	$20,695	$31,780	$23,515	3.4-	$738	2
ALL BANKS	787	$23,656	$18,895	$28,911	$22,734	3.4	$1,769	213
305 SR MORTGAGE LOAN OFFICER								
UNDER $50 MILLION	40	$31,798	$27,093	$37,768	$31,080	.7	$2,399	16
$50 TO $99 MILLION	62	$33,415	$25,885	$37,155	$31,060	2.2-	$4,469	21
$100 TO $249 MILLION	108	$37,671	$28,959	$43,149	$38,475	9.6	$3,741	35
$250 TO $499 MILLION	47	$41,354	$31,212	$49,139	$39,193	.2	$4,181	10
$500 TO $999 MILLION	25	$41,614	$31,128	$46,981	$40,010	3.5	$11,152	7
$1 BILLION AND OVER	20	$42,046	$32,418	$49,557	$40,000	8.8-	$6,393	4
ALL BANKS	302	$37,171	$29,458	$44,205	$35,275	1.7-	$4,394	93

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

311 INTERNAL AUDITOR	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
UNDER $50 MILLION	51	$19,985	$15,582	$20,941	$18,090	1.6	$1,331	11
$50 TO $99 MILLION	154	$21,555	$18,118	$26,853	$20,140	2.6	$1,499	50
$100 TO $249 MILLION	209	$24,961	$20,192	$30,723	$24,005	2.4	$1,961	52
$250 TO $499 MILLION	71	$26,381	$21,581	$33,511	$23,817	3.0	$1,871	15
$500 TO $999 MILLION	31	$29,069	$22,515	$35,157	$27,750	.2-	$2,295	6
$1 BILLION AND OVER	38	$25,320	$20,351	$31,573	$22,273	8.4-	$3,676	4
ALL BANKS	554	$23,979	$20,080	$30,595	$22,511	1.3	$1,798	138
312 LOAN REVIEW OFFICER								
UNDER $50 MILLION	33	$23,512	$20,910	$27,006	$22,950	27.0	$981	8
$50 TO $99 MILLION	79	$25,123	$20,463	$30,882	$22,620	1.6-	$1,181	27
$100 TO $249 MILLION	133	$29,699	$22,375	$33,549	$27,653	4.8	$2,409	28
$250 TO $499 MILLION	51	$35,283	$26,046	$41,064	$34,008	9.7	$3,194	5
$500 TO $999 MILLION	28	$32,105	$23,711	$35,787	$32,300	6.6	$1,946	8
$1 BILLION AND OVER	27	$33,249	$27,402	$43,966	$32,760	8.2	$4,502	3
ALL BANKS	351	$29,348	$23,313	$35,504	$27,564	6.0	$1,927	79
313 BUSINESS DEVELOPMENT OFFICER								
UNDER $50 MILLION	33	$25,055	$17,838	$27,142	$23,648	.4-	$2,917	9
$50 TO $99 MILLION	60	$28,417	$22,287	$33,840	$25,000		$2,012	17
$100 TO $249 MILLION	88	$30,390	$22,582	$35,710	$28,820	4.8	$2,094	22
$250 TO $499 MILLION	48	$32,122	$23,706	$36,099	$30,500	4.7	$3,522	9
$500 TO $999 MILLION	23	$31,010	$23,250	$36,708	$31,500	1.1	$1,078	3
$1 BILLION AND OVER	22	$34,722	$28,388	$46,550	$34,969	1.1	$5,441	3
ALL BANKS	274	$30,013	$22,372	$36,556	$28,496	1.9	$2,505	63
314 SYSTEMS ANALYST								
UNDER $50 MILLION	5	$29,087 *	$19,461	$27,467	$31,800 *		$2,051	3
$50 TO $99 MILLION	9	$25,537 *	$15,430	$24,049	$24,128 *	.7-	$4,845	1
$100 TO $249 MILLION	40	$28,693	$20,763	$32,470	$30,008	14.3	$2,761	9
$250 TO $499 MILLION	29	$31,169	$22,067	$34,318	$30,950	9.1	$1,914	7
$500 TO $999 MILLION	17	$30,617	$24,406	$36,759	$30,750	1.7	$2,123	5
$1 BILLION AND OVER	27	$30,899	$24,183	$36,920	$31,925	2.3	$2,698	4
ALL BANKS	127	$29,811	$22,444	$34,487	$30,883	7.8	$2,436	29
315 SR COMPUTER PROGRAMMER								
UNDER $50 MILLION	6	$21,393 *	$11,952	$15,600	$19,680 *		$2,057	3
$50 TO $99 MILLION	12	$24,278 *	$17,130	$23,794	$22,000	11.3	$1,255	4
$100 TO $249 MILLION	28	$28,527	$20,561	$30,864	$28,812	9.8	$1,035	7
$250 TO $499 MILLION	29	$30,488 *	$19,750	$30,242	$29,508	2.5	$1,979	3
$500 TO $999 MILLION	15	$29,711	$22,786	$34,981	$30,428	1.3	$2,613	1
$1 BILLION AND OVER	32	$30,083	$24,449	$37,862	$29,669	1.5-	$2,779	4
ALL BANKS	122	$28,772	$21,913	$33,456	$29,100	1.0	$1,732	22

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
316 COMPUTER PROGRAMMER								
UNDER $50 MILLION	7	$19,907 *	$13,500	$18,000	$18,000		$1,151	3
$50 TO $99 MILLION	15	$18,446	$13,371	$18,943	$17,500	10.5	$975	2
$100 TO $249 MILLION	52	$20,658	$16,395	$25,262	$18,950	3.9	$1,332	10
$250 TO $499 MILLION	40	$22,458	$15,906	$24,793	$22,020	8.6	$1,268	6
$500 TO $999 MILLION	14	$21,628	$17,285	$25,864	$21,043	6.7-	$2,085	2
$1 BILLION AND OVER	33	$23,484	$19,672	$30,446	$23,228	4.7-	$2,373	3
ALL BANKS	161	$21,552	$17,296	$26,601	$21,077	2.2	$1,447	26
317 SR COMPUTER OPERATOR								
UNDER $50 MILLION	32	$15,073	$12,605	$15,741	$13,890	4.7	$915	14
$50 TO $99 MILLION	51	$16,871	$13,176	$18,942	$15,516	6.1	$1,246	16
$100 TO $249 MILLION	77	$17,276	$13,866	$20,799	$16,988	4.9	$847	18
$250 TO $499 MILLION	39	$18,208	$14,252	$21,200	$16,900	1.5	$1,948	4
$500 TO $999 MILLION	12	$18,057	$13,587	$20,242	$17,394	1.2-	$1,296	3
$1 BILLION AND OVER	33	$20,795	$16,321	$25,458	$20,980	4.5	$1,892	3
ALL BANKS	244	$17,565	$14,306	$21,352	$16,894	1.7	$1,127	58
318 COMPUTER OPERATOR								
UNDER $50 MILLION	53	$12,294	$10,531	$14,728	$12,007	1.0	$641	19
$50 TO $99 MILLION	103	$13,103	$11,110	$15,451	$12,506	4.0	$743	32
$100 TO $249 MILLION	144	$13,084	$11,076	$16,376	$12,517	2.3	$639	33
$250 TO $499 MILLION	62	$14,195	$11,879	$17,560	$13,755	3.9	$850	6
$500 TO $999 MILLION	20	$14,733	$12,536	$18,787	$14,744	3.5	$906	4
$1 BILLION AND OVER	35	$16,030	$13,620	$20,475	$16,059	3.7	$1,437	3
ALL BANKS	417	$13,478	$11,615	$16,988	$13,092	3.9	$723	97
319 STAFF APPRAISER								
UNDER $50 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	10	$21,394	$17,337	$24,795	$18,900	17.1-	$1,300	4
$100 TO $249 MILLION	9	$26,143	$20,259	$30,107	$24,080	7.0	$788	1
$250 TO $499 MILLION	7	$24,103	$18,346	$30,470	$23,112	5.7-	$1,845	1
$500 TO $999 MILLION	7	$27,955 *	$18,635	$27,122	$28,001 *	6.7-	$3,539	1
$1 BILLION AND OVER	9	$31,180	$24,073	$38,856	$29,328	13.6		
ALL BANKS	45	$25,774	$19,891	$30,558	$24,300	3.2-	$1,459	8
320 CONSUMER LOAN COLLECTOR								
UNDER $50 MILLION	47	$16,037	$15,835	$23,303	$15,289 *	5.2	$997	14
$50 TO $99 MILLION	89	$17,210	$13,752	$20,145	$16,100	7.3	$990	27
$100 TO $249 MILLION	181	$16,758	$13,557	$20,369	$16,000	3.9	$986	37
$250 TO $499 MILLION	82	$17,671	$14,139	$23,407	$16,600	12.2	$1,074	12
$500 TO $999 MILLION	31	$17,342	$13,647	$20,606	$15,650	.9	$809	7
$1 BILLION AND OVER	32	$15,818	$13,627	$20,751	$15,743	2.0	$521	3
ALL BANKS	462	$16,908	$13,816	$21,167	$15,990	5.2	$973	100

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
321 PERSONNEL ASSISTANT								
UNDER $50 MILLION	14	$17,461	$15,772	$20,409	$15,766 *	5.5	$1,362	3
$50 TO $99 MILLION	40	$17,181	$13,242	$19,753	$16,692	7.7	$646	9
$100 TO $249 MILLION	135	$17,050	$14,105	$20,786	$16,260	4.0	$1,201	25
$250 TO $499 MILLION	87	$17,974	$14,548	$21,818	$17,800	9.9	$1,038	13
$500 TO $999 MILLION	22	$19,053	$15,841	$24,126	$17,500	3.2	$1,156	6
$1 BILLION AND OVER	17	$21,285	$16,751	$26,659	$19,500	.8	$2,700	1
ALL BANKS	315	$17,715	$14,504	$21,658	$16,875	5.4	$1,107	57
322 EMPLOYMENT INTERVIEWER								
UNDER $50 MILLION	6	$23,906	$19,588	$28,968	$22,234		$806	2
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	13	$19,328	$14,858	$22,178	$16,950	16.6-	$900	1
$250 TO $499 MILLION	17	$18,953	$14,554	$21,674	$16,640	6.0-	$430	2
$500 TO $999 MILLION	14	$20,486	$17,336	$26,190	$18,269	3.8	$1,230	2
$1 BILLION AND OVER	35	$22,354	$18,609	$28,249	$21,600	1.7	$2,104	3
ALL BANKS	88	$21,514	$17,219	$26,563	$20,030	2.2-	$1,214	10
323 ASST BRANCH MANAGER(LARGE +31)								
UNDER $50 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	6	$23,267 *	$14,541	$19,009	$21,125 *		$1,088	2
$100 TO $249 MILLION	16	$24,974	$21,299	$32,073	$22,800	5.0-	$2,673	3
$250 TO $499 MILLION	17	$27,179	$21,862	$33,417	$26,500	3.6-	$2,350	3
$500 TO $999 MILLION	8	$25,732	$20,336	$30,516	$24,876	7.4		
$1 BILLION AND OVER	12	$28,902	$24,278	$37,350	$27,942	2.1	$1,494	2
ALL BANKS	60	$26,251	$21,681	$32,792	$24,950	3.2-	$1,949	11
324 ASST BRANCH MANAGER(MED 10-30)								
UNDER $50 MILLION	7	$20,374	$18,000	$27,000	$19,098	15.2-	$1,092	2
$50 TO $99 MILLION	26	$21,960	$18,881	$29,275	$18,900	4.1-	$712	7
$100 TO $249 MILLION	75	$21,208	$17,209	$26,843	$19,900	6.6	$1,522	14
$250 TO $499 MILLION	51	$22,593	$18,411	$29,307	$21,500	4.7	$1,471	9
$500 TO $999 MILLION	29	$21,890	$18,312	$28,383	$20,299	.3-	$1,210	7
$1 BILLION AND OVER	23	$23,387	$19,869	$30,677	$22,188	.1-	$1,413	2
ALL BANKS	211	$21,939	$18,259	$28,539	$20,517	.9	$1,293	41
325 ASST BRANCH MANAGER(SMALL 10)								
UNDER $50 MILLION	22	$16,680	$14,257	$20,885	$15,500	6.4	$731	8
$50 TO $99 MILLION	69	$17,564	$13,921	$20,507	$16,119	3.8	$1,418	18
$100 TO $249 MILLION	110	$17,728	$14,919	$22,567	$16,217	1.8	$4,770	25
$250 TO $499 MILLION	40	$18,541	$15,533	$24,242	$18,276	.1-	$785	8
$500 TO $999 MILLION	22	$17,763	$15,981	$24,412	$17,647	9.0-	$1,160	5
$1 BILLION AND OVER	15	$21,382	$17,992	$27,608	$20,850	3.7	$900	1
ALL BANKS	278	$17,924	$15,201	$23,082	$16,796	1.7	$2,517	65

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
326 ACCOUNTANT								
UNDER $50 MILLION	13	$20,808	$18,573	$25,200	$21,984	13.9	$991	3
$50 TO $99 MILLION	30	$21,526	$15,338	$23,999	$20,250	3.8	$1,493	14
$100 TO $249 MILLION	67	$22,011	$17,710	$27,241	$21,215	5.7	$1,322	12
$250 TO $499 MILLION	45	$24,387	$18,573	$28,961	$23,000	8.7	$1,679	7
$500 TO $999 MILLION	29	$23,367	$19,188	$28,936	$22,000	3.5	$1,485	7
$1 BILLION AND OVER	29	$23,183	$19,823	$30,548	$22,806	3.7	$1,624	3
ALL BANKS	213	$22,716	$18,424	$28,268	$21,750	4.3	$1,451	46
327 OFFICER TRAINEE (B.A.)								
UNDER $50 MILLION	23	$16,361	$12,803	$18,806	$15,600	8.0-	$1,672	5
$50 TO $99 MILLION	32	$16,813	$14,324	$20,214	$15,042	.4	$929	6
$100 TO $249 MILLION	64	$16,648	$14,242	$21,262	$16,029	6.9	$503	9
$250 TO $499 MILLION	42	$16,958	$14,510	$21,659	$16,701	5.5	$275	1
$500 TO $999 MILLION	26	$16,926	$15,064	$21,974	$16,626	3.9	$795	7
$1 BILLION AND OVER	27	$18,839	$15,831	$23,345	$18,249	.1	$2,200	3
ALL BANKS	214	$17,014	$14,637	$21,585	$16,512	3.2	$997	31
328 OFFICER TRAINEE (M.A.)								
UNDER $50 MILLION	1	INSUFFICIENT DATA						
$50 TO $99 MILLION	1	INSUFFICIENT DATA						
$100 TO $249 MILLION	6	$18,533	$15,396	$23,996	$16,850	3.4-	$1,025	1
$250 TO $499 MILLION	6	$21,771	$17,780	$27,300	$20,377			
$500 TO $999 MILLION	4	INSUFFICIENT DATA						
$1 BILLION AND OVER	9	$25,567	$19,770	$28,521	$25,000	2.3-		
ALL BANKS	27	$22,215	$18,153	$27,067	$22,084	5.7	$1,113	2
329 ADVERTISING OFFICER								
UNDER $50 MILLION	6	$20,016 *	$12,180	$16,920	$21,050 *	16.9	$1,112	1
$50 TO $99 MILLION	16	$20,378	$16,310	$24,207	$20,612	5.2	$2,570	1
$100 TO $249 MILLION	29	$22,906	$20,793	$29,657	$20,918	2.4-	$2,713	4
$250 TO $499 MILLION	30	$25,486	$20,495	$31,540	$25,350	14.7	$1,750	7
$500 TO $999 MILLION	15	$26,475	$20,815	$31,566	$24,400	7.7-	$2,406	1
$1 BILLION AND OVER	20	$41,708	$33,824	$52,740	$36,600	18.6	$10,709	4
ALL BANKS	116	$26,685	$23,553	$35,809	$23,979	4.3	$4,001	18
330 NEW ACCOUNTS OFFICER								
UNDER $50 MILLION	58	$18,449	$15,218	$22,760	$17,910	5.5	$1,536	19
$50 TO $99 MILLION	107	$20,816	$16,113	$24,114	$19,161	4.4	$1,487	32
$100 TO $249 MILLION	146	$21,083	$16,554	$24,821	$20,498	5.1	$1,860	39
$250 TO $499 MILLION	55	$23,877	$17,827	$28,094	$22,800	1.7	$2,982	10
$500 TO $999 MILLION	19	$21,452	$16,985	$25,509	$20,857	7.3	$1,769	3
$1 BILLION AND OVER	13	$21,905	$19,701	$29,593	$22,152	3.5	$184	1
ALL BANKS	398	$21,053	$16,801	$25,441	$20,100	5.2	$1,775	104

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
401 CHIEF EXECUTIVE OFFICER								
UNDER $50 MILLION	324	$60,725	$52,001	$78,170	$58,500	3.3	$9,144	129
$50 TO $99 MILLION	328	$74,414	$58,009	$86,307	$72,500	2.4	$12,949	139
$100 TO $249 MILLION	330	$96,477	$69,127	$110,091	$91,350	1.6	$21,065	147
$250 TO $499 MILLION	106	$125,308	$88,759	$148,188	$122,850	2.3	$30,543	47
$500 TO $999 MILLION	41	$153,619	$108,310	$174,096	$152,504	1.2	$40,735	19
$1 BILLION AND OVER	38	$262,085	$208,727	$316,046	$250,000	13.6	$130,495	17
ALL BANKS	1167	$90,209	$76,079	$119,031	$79,923	5.1	$21,092	498
402 CHIEF ADMINISTRATIVE OFFICER								
UNDER $50 MILLION	111	$43,829	$37,789	$55,203	$43,128	6.2	$7,018	46
$50 TO $99 MILLION	164	$54,699	$43,951	$67,926	$53,400	4.8	$8,660	67
$100 TO $249 MILLION	194	$67,624	$48,357	$76,786	$65,008	1.6	$12,154	81
$250 TO $499 MILLION	77	$87,075	$59,311	$97,649	$80,000	8.3-	$17,407	36
$500 TO $999 MILLION	31	$100,004	$73,210	$119,740	$87,700	2.4-	$19,687	15
$1 BILLION AND OVER	31	$192,142	$154,358	$239,489	$188,500	24.4	$73,863	13
ALL BANKS	608	$70,039	$60,514	$95,974	$61,400	3.1	$14,611	258
403 CHIEF FINANCIAL OFFICER								
UNDER $50 MILLION	75	$39,295	$32,352	$52,523	$36,877	2.2-	$3,962	25
$50 TO $99 MILLION	91	$46,105	$37,431	$55,884	$45,000	6.1	$5,195	34
$100 TO $249 MILLION	147	$51,349	$39,204	$60,997	$52,200	7.2	$8,833	66
$250 TO $499 MILLION	64	$59,401	$44,836	$69,575	$58,550	.8	$10,573	29
$500 TO $999 MILLION	31	$68,083	$51,294	$82,327	$67,000	4.3-	$11,035	12
$1 BILLION AND OVER	31	$113,895	$86,675	$142,881	$100,024	16.3	$43,174	16
ALL BANKS	439	$54,834	$45,897	$72,473	$50,455	2.6	$10,926	182
404 SR OPERATIONS OFFICER								
UNDER $50 MILLION	160	$32,542	$28,403	$40,919	$31,350	4.5	$3,446	62
$50 TO $99 MILLION	196	$36,284	$29,323	$44,634	$35,982	2.9	$3,778	59
$100 TO $249 MILLION	239	$42,624	$33,899	$52,167	$42,010	.1	$5,595	91
$250 TO $499 MILLION	84	$54,763	$39,825	$64,063	$53,525	6.7	$7,652	35
$500 TO $999 MILLION	35	$60,285	$45,074	$71,655	$58,075	3.3	$7,574	16
$1 BILLION AND OVER	33	$88,756	$63,173	$99,045	$74,503	6.4	$24,627	11
ALL BANKS	747	$42,942	$36,755	$57,024	$39,398	2.4	$5,786	284
405 OPERATIONS OFFICER								
UNDER $50 MILLION	194	$22,207	$19,653	$28,375	$20,675	3.5	$2,079	61
$50 TO $99 MILLION	213	$24,096	$19,345	$29,393	$22,690	3.1	$2,098	71
$100 TO $249 MILLION	253	$25,503	$20,745	$31,838	$24,407	1.8	$2,239	67
$250 TO $499 MILLION	79	$31,194	$24,734	$40,065	$29,133	4.9	$2,418	18
$500 TO $999 MILLION	35	$35,924	$28,479	$44,129	$35,042	4.1	$4,697	13
$1 BILLION AND OVER	28	$46,811	$36,988	$60,280	$43,080	3.4-	$14,072	7
ALL BANKS	802	$26,053	$22,584	$34,865	$23,760	2.3	$2,654	237

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
406 PERSONNEL OFFICER/DIRECTOR								
UNDER $50 MILLION	34	$27,012	$25,727	$39,852	$24,537 *	2.4-	$3,785	8
$50 TO $99 MILLION	136	$26,299	$20,266	$30,925	$24,415	2.8	$2,278	42
$100 TO $249 MILLION	254	$27,587	$23,342	$36,092	$26,716	1.7	$2,640	63
$250 TO $499 MILLION	104	$37,525	$30,097	$47,731	$36,250	8.0	$4,348	30
$500 TO $999 MILLION	41	$42,485	$34,004	$53,898	$44,500	2.2	$4,542	16
$1 BILLION AND OVER	37	$74,687	$56,995	$90,231	$74,000	10.9	$19,319	14
ALL BANKS	606	$32,815	$28,164	$44,002	$28,904	1.3	$4,427	173
407 MARKETING OFFICER								
UNDER $50 MILLION	38	$27,372	$24,904	$36,629	$24,313 *	17.9	$3,768	12
$50 TO $99 MILLION	110	$29,015	$22,957	$34,612	$27,148	9.0	$2,602	42
$100 TO $249 MILLION	198	$29,652	$24,043	$37,398	$28,000	1.2-	$3,143	58
$250 TO $499 MILLION	82	$39,757	$30,196	$47,581	$38,856	7.9	$4,504	25
$500 TO $999 MILLION	37	$44,605	$32,534	$51,248	$44,200	2.1	$6,358	15
$1 BILLION AND OVER	29	$67,362	$49,505	$80,215	$59,432	5.5	$15,383	10
ALL BANKS	494	$34,327	$28,513	$44,579	$31,500	3.0	$4,312	162
408 CONTROLLER								
UNDER $50 MILLION	33	$29,236	$24,500	$35,086	$30,000	.3-	$2,571	15
$50 TO $99 MILLION	83	$31,532	$25,176	$38,011	$31,291	4.0	$2,321	25
$100 TO $249 MILLION	186	$35,873	$28,406	$43,369	$34,800	3.1-	$3,032	70
$250 TO $499 MILLION	71	$42,541	$32,689	$52,352	$41,700	4.5	$6,142	27
$500 TO $999 MILLION	32	$44,711	$33,664	$53,089	$44,100	.6	$4,895	11
$1 BILLION AND OVER	34	$71,598	$55,440	$87,739	$69,034	15.7	$17,138	13
ALL BANKS	439	$38,962	$32,066	$49,824	$36,222	.5-	$4,666	161
409 GENERAL ACCOUNTING MANAGER								
UNDER $50 MILLION	33	$19,109	$15,053	$21,618	$17,000	3.7-	$1,691	10
$50 TO $99 MILLION	68	$19,871	$17,354	$25,955	$19,431	3.4	$1,831	20
$100 TO $249 MILLION	103	$22,461	$18,352	$27,358	$21,939	.3-	$1,675	24
$250 TO $499 MILLION	44	$29,761	$22,266	$34,310	$27,700	6.3	$2,126	8
$500 TO $999 MILLION	20	$27,959	$22,978	$34,996	$26,674	12.3-	$2,114	7
$1 BILLION AND OVER	31	$43,340	$33,726	$52,623	$40,000	3.4	$6,245	7
ALL BANKS	299	$25,002	$21,951	$33,407	$22,948	3.5	$2,227	76
410 BRANCH ADMINISTRATION OFFICER								
UNDER $50 MILLION	6	$33,367	$32,967	$48,233	$29,375 *		$746	2
$50 TO $99 MILLION	27	$33,516	$24,653	$41,749	$30,500	6.6	$3,696	12
$100 TO $249 MILLION	75	$36,146	$29,796	$48,229	$32,400	3.7-	$3,401	26
$250 TO $499 MILLION	55	$45,920	$35,146	$55,080	$43,200	4.7	$7,372	18
$500 TO $999 MILLION	30	$48,555	$39,206	$62,983	$46,802	1.7	$4,701	10
$1 BILLION AND OVER	25	$65,065	$50,705	$76,940	$68,508	10.5	$12,210	9
ALL BANKS	218	$43,115	$36,375	$57,388	$38,650	.7	$5,505	77

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NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
401 CHIEF EXECUTIVE OFFICER								
UNDER $50 MILLION	324	$60,725	$52,001	$78,170	$58,500	3.3	$9,144	129
$50 TO $99 MILLION	328	$74,414	$58,009	$86,307	$72,500	2.4	$12,949	139
$100 TO $249 MILLION	330	$96,477	$69,127	$110,091	$91,350	1.6	$21,065	147
$250 TO $499 MILLION	106	$125,308	$88,759	$148,188	$122,850	2.3	$30,543	47
$500 TO $999 MILLION	41	$153,619	$108,310	$174,096	$152,504	1.2	$40,735	19
$1 BILLION AND OVER	38	$262,085	$208,727	$316,046	$250,000	13.6	$130,495	17
ALL BANKS	1167	$90,209	$76,079	$119,031	$79,923	5.1	$21,092	498
402 CHIEF ADMINISTRATIVE OFFICER								
UNDER $50 MILLION	111	$43,829	$37,789	$55,203	$43,128	6.2	$7,018	46
$50 TO $99 MILLION	164	$54,699	$43,951	$67,926	$53,400	4.8	$8,660	67
$100 TO $249 MILLION	194	$67,624	$48,357	$76,786	$65,008	1.6	$12,154	81
$250 TO $499 MILLION	77	$87,075	$59,311	$97,649	$80,000	8.3-	$17,407	36
$500 TO $999 MILLION	31	$100,004	$73,210	$119,740	$87,700	2.4-	$19,687	15
$1 BILLION AND OVER	31	$192,142	$154,358	$239,489	$188,500	24.4	$73,863	13
ALL BANKS	608	$70,039	$60,514	$95,974	$61,400	3.1	$14,611	258
403 CHIEF FINANCIAL OFFICER								
UNDER $50 MILLION	75	$39,295	$32,352	$52,523	$36,877	2.2-	$3,962	25
$50 TO $99 MILLION	91	$46,105	$37,431	$55,884	$45,000	6.1	$5,195	34
$100 TO $249 MILLION	147	$51,349	$39,204	$60,997	$52,200	7.2	$8,833	66
$250 TO $499 MILLION	64	$59,401	$44,836	$69,575	$58,550	.8	$10,573	29
$500 TO $999 MILLION	31	$68,083	$51,294	$82,327	$67,000	4.3-	$11,035	12
$1 BILLION AND OVER	31	$113,895	$86,675	$142,881	$100,024	16.3	$43,174	16
ALL BANKS	439	$54,834	$45,897	$72,473	$50,455	2.6	$10,926	182
404 SR OPERATIONS OFFICER								
UNDER $50 MILLION	160	$32,542	$28,403	$40,919	$31,350	4.5	$3,446	62
$50 TO $99 MILLION	196	$36,284	$29,323	$44,634	$35,982	2.9	$3,778	69
$100 TO $249 MILLION	239	$42,624	$33,899	$52,167	$42,010	.1	$5,595	91
$250 TO $499 MILLION	84	$54,763	$39,825	$64,063	$53,525	6.7	$7,652	35
$500 TO $999 MILLION	35	$60,285	$45,074	$71,655	$58,075	3.3	$7,574	16
$1 BILLION AND OVER	33	$88,756	$63,173	$99,045	$74,503	6.4	$24,627	11
ALL BANKS	747	$42,942	$36,755	$57,024	$39,398	2.4	$5,786	284
405 OPERATIONS OFFICER								
UNDER $50 MILLION	194	$22,207	$19,653	$28,375	$20,675	3.5	$2,079	61
$50 TO $99 MILLION	213	$24,096	$19,345	$29,393	$22,690	3.1	$2,098	71
$100 TO $249 MILLION	253	$25,503	$20,745	$31,838	$24,407	1.8	$2,239	67
$250 TO $499 MILLION	79	$31,194	$24,734	$40,065	$29,133	4.9	$2,418	18
$500 TO $999 MILLION	35	$35,924	$28,479	$44,129	$35,042	4.1	$4,697	13
$1 BILLION AND OVER	28	$46,811	$36,988	$60,280	$43,080	3.4-	$14,072	7
ALL BANKS	802	$26,053	$22,584	$34,865	$23,760	2.3	$2,654	237

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NATIONAL RESULT 1987

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411 BRANCH MANAGER (LARGE +31)								
UNDER $50 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	15	$35,077 *	$20,175	$31,229	$35,700 *	1.7-	$2,675	5
$100 TO $249 MILLION	23	$40,954	$31,427	$50,864	$37,800	7.7	$4,306	6
$250 TO $499 MILLION	23	$42,120	$32,439	$50,864	$41,000	6.1	$3,876	7
$500 TO $999 MILLION	16	$34,836	$27,884	$43,572	$34,456	4.2-	$1,620	4
$1 BILLION AND OVER	20	$45,236	$35,877	$56,549	$41,006	4.5-	$3,368	4
ALL BANKS	100	$39,592	$31,226	$49,296	$37,333	.9	$3,248	27
412 BRANCH MANAGER (MEDIUM 10-30)								
UNDER $50 MILLION	23	$26,129	$25,300	$35,013	$25,000 *	.5	$1,439	8
$50 TO $99 MILLION	63	$33,628	$26,535	$39,911	$31,465	7.8	$2,132	25
$100 TO $249 MILLION	132	$30,898	$23,283	$36,400	$29,080	1.8	$2,845	39
$250 TO $499 MILLION	65	$32,910	$24,959	$40,966	$32,532	14.1	$3,401	22
$500 TO $999 MILLION	34	$29,737	$24,538	$39,167	$28,760	.7	$2,904	12
$1 BILLION AND OVER	29	$34,178	$27,787	$43,743	$30,921	5.3-	$2,814	4
ALL BANKS	346	$31,621	$24,906	$39,138	$30,211	3.7	$2,697	110
413 BRANCH MANAGER (SMALL 10)								
UNDER $50 MILLION	77	$24,047	$19,694	$27,394	$24,750	15.0	$2,302	29
$50 TO $99 MILLION	164	$24,139	$19,771	$29,680	$21,240	3.6	$1,864	59
$100 TO $249 MILLION	204	$23,643	$19,042	$30,192	$22,841	1.3	$1,944	51
$250 TO $499 MILLION	67	$25,844	$20,809	$33,787	$25,015	3.7	$1,506	17
$500 TO $999 MILLION	35	$24,694	$21,004	$32,655	$24,620	.3	$1,849	9
$1 BILLION AND OVER	29	$28,179	$23,191	$35,742	$25,600	1.4-	$2,153	4
ALL BANKS	576	$24,392	$20,081	$31,196	$23,244	1.7	$1,933	169
414 DATA PROCESSING DIRECTOR								
UNDER $50 MILLION	22	$24,911	$24,014	$34,188	$22,250 *	3.3	$2,617	11
$50 TO $99 MILLION	33	$29,555	$23,684	$35,793	$27,615	6.3-	$1,916	10
$100 TO $249 MILLION	80	$35,282	$25,992	$40,197	$35,750	5.2-	$4,074	25
$250 TO $499 MILLION	54	$45,725	$32,951	$52,387	$45,000	1.7	$5,497	16
$500 TO $999 MILLION	18	$49,511	$36,990	$57,287	$50,000	3.2	$3,072	7
$1 BILLION AND OVER	30	$82,491	$61,353	$98,399	$77,200	8.0	$21,667	9
ALL BANKS	237	$42,814	$36,057	$56,592	$40,676	.3	$5,824	78
415 COMPUTER CENTER MANAGER								
UNDER $50 MILLION	18	$19,811	$16,236	$21,180	$17,610	22.3-	$1,140	6
$50 TO $99 MILLION	18	$24,463	$22,102	$35,101	$21,650 *	6.1	$1,161	4
$100 TO $249 MILLION	37	$27,920	$22,090	$32,429	$26,185	1.3	$1,825	9
$250 TO $499 MILLION	26	$31,800	$21,634	$34,376	$32,788	4.5	$3,296	4
$500 TO $999 MILLION	11	$36,323	$28,005	$43,564	$33,000	9.1-	$3,854	3
$1 BILLION AND OVER	27	$51,767	$40,566	$63,423	$48,600	10.6	$10,542	5
ALL BANKS	137	$32,164	$28,304	$43,575	$29,975	3.1-	$3,399	31

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NATIONAL RESULT 1987

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416 SYSTEMS & PROGRAMMING MANAGER								
UNDER $50 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	5	$25,708	$16,440	$26,630	$23,040	4.7		
$100 TO $249 MILLION	19	$34,378	$26,004	$39,408	$33,540	3.5	$2,603	6
$250 TO $499 MILLION	33	$38,086	$26,098	$40,636	$38,700		$3,588	8
$500 TO $999 MILLION	16	$40,410	$31,580	$48,162	$41,875	4.0	$3,004	4
$1 BILLION AND OVER	31	$55,585	$43,425	$67,015	$51,550	2.3	$6,475	8
ALL BANKS	106	$42,091	$33,343	$51,395	$41,000	2.4	$3,965	28
417 DP OPERATIONS SUPERVISOR								
UNDER $50 MILLION	22	$20,798 *	$16,074	$18,507	$18,700 *	25.1	$897	9
$50 TO $99 MILLION	61	$19,791	$15,315	$23,307	$17,850	2.7	$1,489	26
$100 TO $249 MILLION	74	$20,710	$16,648	$24,394	$19,260	2.3	$1,778	15
$250 TO $499 MILLION	43	$25,710	$19,150	$29,399	$22,955	.2-	$1,310	6
$500 TO $999 MILLION	16	$26,219	$21,825	$32,951	$24,700	8.8-	$1,147	3
$1 BILLION AND OVER	25	$33,749	$27,426	$42,498	$30,628	6.5	$3,809	3
ALL BANKS	241	$23,037	$19,268	$29,023	$20,900	2.0	$1,551	62
418 PURCHASING MANAGER								
UNDER $50 MILLION	10	$24,082 *	$13,976	$17,036	$21,005 *	8.7	$1,427	3
$50 TO $99 MILLION	44	$18,508	$14,964	$22,096	$17,704	9.3	$1,327	8
$100 TO $249 MILLION	96	$20,195	$15,870	$23,425	$20,000	.7	$1,022	19
$250 TO $499 MILLION	64	$25,061	$18,705	$28,693	$24,400	7.0	$1,361	10
$500 TO $999 MILLION	34	$27,335	$21,739	$33,451	$26,601	4.4	$1,554	12
$1 BILLION AND OVER	32	$34,148	$27,669	$42,610	$34,376	10.0	$6,808	3
ALL BANKS	280	$23,552	$19,305	$29,135	$21,450	1.6-	$1,582	55
419 COMMERCIAL CREDIT DEPT MANAGER								
UNDER $50 MILLION	27	$22,161	$17,636	$25,331	$19,098	3.9-	$1,066	9
$50 TO $99 MILLION	48	$28,937	$22,489	$34,264	$25,230	15.5	$3,029	16
$100 TO $249 MILLION	76	$26,805	$21,570	$33,431	$26,000	4.0	$2,203	13
$250 TO $499 MILLION	43	$34,617	$25,786	$39,990	$29,130	5.0-	$1,947	11
$500 TO $999 MILLION	27	$33,157	$27,835	$42,973	$31,500	16.0-	$3,077	5
$1 BILLION AND OVER	25	$45,498	$33,995	$53,114	$43,883	2.1	$9,663	4
ALL BANKS	246	$30,653	$25,376	$39,182	$27,400	.4-	$2,796	58
420 CONSUMER LOAN DEPT MANAGER								
UNDER $50 MILLION	37	$24,110	$18,035	$25,583	$23,707	17.2	$1,865	10
$50 TO $99 MILLION	59	$26,983	$21,641	$33,843	$26,450	13.6	$1,842	19
$100 TO $249 MILLION	131	$33,832	$25,949	$40,116	$34,500	7.5	$3,524	36
$250 TO $499 MILLION	70	$39,952	$31,833	$50,844	$40,000	.7	$3,584	20
$500 TO $999 MILLION	28	$45,784	$35,939	$56,503	$44,450	11.1	$5,558	12
$1 BILLION AND OVER	24	$51,590	$42,078	$64,767	$55,100	10.3	$8,227	3
ALL BANKS	349	$34,950	$29,183	$45,488	$34,033	6.1	$3,435	100

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421 MORTGAGE LOAN DEPT MANAGER								
UNDER $50 MILLION	26	$23,409	$21,468	$31,315	$18,860 *	12.9-	$5,261	13
$50 TO $99 MILLION	44	$31,363	$22,923	$36,479	$30,300	2.1	$4,814	14
$100 TO $249 MILLION	84	$36,701	$28,679	$44,476	$34,600	3.2-	$3,251	25
$250 TO $499 MILLION	55	$44,647	$32,251	$50,661	$44,500	11.0	$6,675	18
$500 TO $999 MILLION	20	$43,224	$35,720	$54,354	$43,700	10.4-	$5,174	10
$1 BILLION AND OVER	12	$65,758	$48,805	$77,239	$69,700	9.8	$13,873	5
ALL BANKS	241	$38,101	$31,108	$48,420	$36,360	3.7-	$5,392	85
422 COMMERCIAL LOAN DEPT MANAGER								
UNDER $50 MILLION	28	$33,305	$28,688	$48,217	$32,257	8.4-	$4,265	12
$50 TO $99 MILLION	53	$40,501	$31,536	$50,301	$42,137	.7	$2,782	16
$100 TO $249 MILLION	119	$47,609	$34,539	$52,678	$47,458	6.4	$4,906	40
$250 TO $499 MILLION	61	$57,746	$40,256	$66,462	$56,100	1.4	$8,231	24
$500 TO $999 MILLION	27	$64,029	$52,133	$80,225	$57,834	6.1	$9,644	11
$1 BILLION AND OVER	23	$76,063	$62,093	$98,205	$72,000	.8-	$16,115	10
ALL BANKS	311	$50,516	$40,535	$64,028	$49,890	7.6	$6,697	113
423 SR TRUST OFFICER								
UNDER $50 MILLION	10	$41,570 *	$42,867	$62,867	$38,650 *	26.7	$5,343	6
$50 TO $99 MILLION	55	$37,686	$29,010	$46,300	$37,500	2.5-	$3,523	24
$100 TO $249 MILLION	151	$45,592	$34,911	$52,551	$44,478	1.2-	$4,784	48
$250 TO $499 MILLION	78	$57,405	$42,666	$68,214	$56,500	5.6	$7,020	28
$500 TO $999 MILLION	32	$64,046	$46,640	$73,911	$66,400	7.6	$9,702	16
$1 BILLION AND OVER	24	$98,670	$73,254	$114,640	$90,006	12.7	$26,895	12
ALL BANKS	350	$52,168	$41,309	$64,386	$47,973	2.1-	$7,618	134
424 TRUST OPERATIONS MANAGER								
UNDER $50 MILLION	5	$22,337			$18,750	16.8-	$1,586	2
$50 TO $99 MILLION	27	$22,607	$20,895	$32,405	$19,333 *	7.2-	$1,826	12
$100 TO $249 MILLION	83	$24,836	$21,631	$31,938	$22,038	8.4-	$1,720	21
$250 TO $499 MILLION	58	$31,045	$23,899	$37,788	$27,600	2.3-	$7,417	11
$500 TO $999 MILLION	34	$32,479	$27,740	$42,916	$31,750	5.8	$2,503	10
$1 BILLION AND OVER	26	$56,156	$42,341	$67,673	$51,679	7.8	$10,562	10
ALL BANKS	233	$30,688	$26,621	$41,320	$26,087	1.2-	$4,143	66
425 TELEPHONE SUPERVISOR								
UNDER $50 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	1	INSUFFICIENT DATA						
$100 TO $249 MILLION	7	$17,089	$13,859	$17,653	$14,250	1.0-	$690	1
$250 TO $499 MILLION	7	$14,792	$12,704	$19,812	$12,844	20.1-	$1,228	2
$500 TO $999 MILLION	9	$17,791	$15,009	$22,224	$16,140	11.1-	$1,487	1
$1 BILLION AND OVER	13	$26,202	$20,351	$31,754	$26,556	10.6	$2,895	1
ALL BANKS	39	$20,318	$16,854	$25,714	$19,300	1.4	$1,406	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
426 COMPENSATION & BENEFITS MGR								
UNDER $50 MILLION	5	$34,327 *	$13,976	$17,036	$35,257 *		$2,330	2
$50 TO $99 MILLION	3	INSUFFICIENT DATA						
$100 TO $249 MILLION	10	$20,735	$17,313	$26,525	$19,561	17.3-	$2,095	2
$250 TO $499 MILLION	10	$28,632	$20,400	$33,470	$25,388	10.9		
$500 TO $999 MILLION	13	$26,034	$22,647	$34,641	$24,500	2.0-	$1,209	3
$1 BILLION AND OVER	21	$43,122	$34,956	$54,849	$37,800	2.3-	$11,412	5
ALL BANKS	62	$33,071	$26,650	$41,649	$29,275	8.2-	$5,568	13
427 PAYROLL SUPERVISOR								
UNDER $50 MILLION	10	$19,507 *	$13,288	$18,418	$16,614	4.5	$1,055	4
$50 TO $99 MILLION	22	$18,590	$14,784	$21,899	$18,825	5.8	$1,393	7
$100 TO $249 MILLION	28	$20,268	$15,418	$22,955	$18,600	11.4	$1,559	5
$250 TO $499 MILLION	27	$19,892	$15,018	$23,367	$20,283	16.8	$737	4
$500 TO $999 MILLION	18	$19,114	$15,510	$23,616	$19,387	4.2	$1,459	3
$1 BILLION AND OVER	31	$26,802	$22,099	$33,944	$25,000	4.5	$3,175	2
ALL BANKS	136	$21,170	$17,434	$26,521	$19,596	3.0	$1,418	25
428 INTERNAL AUDIT MANAGER								
UNDER $50 MILLION	11	$26,975			$27,000	35.0	$1,180	5
$50 TO $99 MILLION	30	$23,716	$18,511	$27,539	$22,705	9.2-	$1,897	11
$100 TO $249 MILLION	73	$27,758	$21,733	$33,971	$27,492	.2-	$3,118	18
$250 TO $499 MILLION	55	$35,849	$27,490	$42,752	$34,848	2.7-	$4,071	13
$500 TO $999 MILLION	25	$38,694	$29,960	$46 702	$38,850	2.5	$4,539	10
$1 BILLION AND OVER	30	$57,582	$45,388	$71,207	$53,200	3.5	$11,518	11
ALL BANKS	224	$34,357	$29,165	$45,433	$31,820	.7-	$4,528	68
429 SECURITY MANAGER								
UNDER $50 MILLION	8	$27,241 *	$11,440	$11,440	$26,544 *		$1,562	4
$50 TO $99 MILLION	19	$25,078	$21,895	$30,409	$25,350	1.1	$667	3
$100 TO $249 MILLION	36	$26,445	$19,938	$29,518	$23,747	4.7-	$2,973	9
$250 TO $499 MILLION	36	$29,861	$22,083	$34,129	$27,000	.7-	$4,062	6
$500 TO $999 MILLION	20	$31,920	$23,767	$36,104	$28,000	4.4-	$2,173	6
$1 BILLION AND OVER	30	$40,554	$31,291	$48,262	$40,700	10.3	$3,815	3
ALL BANKS	149	$30,645	$24,552	$37,319	$28,730	1.0	$2,705	31
430 CONSUMER LOAN COLLECTION MGR								
UNDER $50 MILLION	14	$21,812	$17,000	$27,000	$20,300	15.5	$1,808	6
$50 TO $99 MILLION	32	$23,105	$17,589	$25,805	$18,412	3.7-	$967	13
$100 TO $249 MILLION	81	$22,790	$18,051	$27,853	$20,950	4.8-	$2,000	24
$250 TO $499 MILLION	53	$25,784	$19,729	$29,961	$24,350	5.4	$1,985	10
$500 TO $999 MILLION	28	$26,611	$21,809	$33,711	$28,281	19.8	$1,580	4
$1 BILLION AND OVER	31	$32,963	$26,942	$41,442	$32,792	2.5	$1,774	3
ALL BANKS	239	$25,162	$20,709	$31,702	$23,220	3.2	$1,715	60

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
431 TRAINING DIRECTOR								
UNDER $50 MILLION	7	$25,263 *	$18,000	$25,000	$23,974		$1,423	2
$50 TO $99 MILLION	13	$19,589	$13,934	$22,067	$18,810	20.6	$1,015	7
$100 TO $249 MILLION	38	$21,870	$17,318	$25,878	$20,780	5.5	$1,212	7
$250 TO $499 MILLION	35	$24,905	$19,514	$29,653	$22,755	8.7	$1,994	4
$500 TO $999 MILLION	17	$21,578	$19,319	$29,755	$20,800	14.2-	$587	3
$1 BILLION AND OVER	31	$38,701	$29,840	$46,028	$36,712	6.2	$8,597	3
ALL BANKS	141	$26,357	$21,506	$32,863	$23,528	.5	$2,075	26
432 EMPLOYMENT MANAGEMENT								
UNDER $50 MILLION	3	INSUFFICIENT DATA						
$50 TO $99 MILLION	4	INSUFFICIENT DATA						
$100 TO $249 MILLION	5	$28,607	$21,923	$35,076	$20,000 *	22.6-		
$250 TO $499 MILLION	12	$29,408	$24,568	$39,646	$29,750	26.6	$2,474	1
$500 TO $999 MILLION	11	$26,948	$22,240	$34,469	$24,731	.6-	$588	2
$1 BILLION AND OVER	26	$37,738	$29,949	$47,055	$34,900	5.7	$4,474	4
ALL BANKS	61	$32,974	$26,669	$41,643	$31,800	9.0	$2,710	9
433 SR BUSINESS DEVELOPMENT OFFICE								
UNDER $50 MILLION	10	$48,115	$46,067	$71,400	$42,400 *	.2-	$9,189	5
$50 TO $99 MILLION	15	$34,669	$30,048	$45,636	$33,500	29.7-	$1,400	2
$100 TO $249 MILLION	46	$39,847	$29,038	$42,708	$38,000	.7-	$5,131	20
$250 TO $499 MILLION	29	$45,387	$35,024	$54,013	$44,520	.3	$5,833	13
$500 TO $999 MILLION	15	$50,025	$36,726	$57,164	$46,820	1.1	$4,232	5
$1 BILLION AND OVER	10	$58,058	$41,864	$67,264	$51,893	1.2-	$27,772	2
ALL BANKS	125	$43,833	$34,133	$52,333	$40,875	6.8-	$6,466	47
434 SR INTERNATIONAL BANKING OFFIC								
UNDER $50 MILLION	2	INSUFFICIENT DATA						
$50 TO $99 MILLION	1	INSUFFICIENT DATA						
$100 TO $249 MILLION	6	$39,790	$30,351	$46,949	$41,252	1.9-	$5,126	2
$250 TO $499 MILLION	12	$43,081	$35,738	$54,183	$40,000	20.1	$8,835	2
$500 TO $999 MILLION	5	$39,217	$29,401	$46,500	$39,000	.8-	$1,750	2
$1 BILLION AND OVER	29	$63,551	$53,342	$85,030	$57,096	3.8	$21,024	9
ALL BANKS	55	$52,445	$45,764	$72,285	$44,406	5.3-	$13,898	16
435 SR INVESTMENT OFFICER								
UNDER $50 MILLION	11	$44,531 *	$69,200	$114,200	$39,500 *	17.5	$5,336	6
$50 TO $99 MILLION	22	$36,173	$28,339	$46,882	$34,101	3.3	$2,448	11
$100 TO $249 MILLION	63	$41,508	$29,958	$47,590	$40,500	4.2	$4,599	19
$250 TO $499 MILLION	49	$48,680	$35,090	$56,643	$45,200	5.8-	$5,836	10
$500 TO $999 MILLION	31	$49,940	$40,233	$61,811	$49,250	3.9-	$4,741	14
$1 BILLION AND OVER	31	$89,636	$63,662	$101,065	$85,000	22.0	$32,263	14
ALL BANKS	207	$50,920	$40,458	$63,963	$44,814	5.2-	$9,767	74

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1987

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1986 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
UNDER $50 MILLION	4	INSUFFICIENT DATA						
$50 TO $99 MILLION	2	INSUFFICIENT DATA						
$100 TO $249 MILLION	14	$39,341	$30,281	$48,560	$39,630	6.0	$5,117	4
$250 TO $499 MILLION	14	$54,368	$37,795	$60,340	$55,579	19.5	$5,124	2
$500 TO $999 MILLION	11	$55,270	$40,115	$62,126	$54,377	19.1	$7,400	1
$1 BILLION AND OVER	19	$60,665	$46,920	$74,282	$59,500	10.6	$10,929	4
ALL BANKS	64	$51,097	$41,531	$65,624	$50,623	9.8	$6,653	13

Regional Results

Region I New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$10,239	$9,185	$13,223	$10,170	4				
102 GENERAL CLERK										
UNDER $50 MILLION	6	$12,071	$9,707	$15,238	$12,410	3				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$12,468	$9,951	$16,771	$12,997	12				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$11,872	$9,858	$15,926	$11,856	8				
103 CLERK TYPIST										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$11,426	$10,624	$15,736	$12,064	2				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$10,976	$9,772	$14,291	$11,224	5				
105 MAIL CLERK										
$100 TO $249 MILLION	5	$11,229	$9,097	$12,846	$10,900	1				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$10,956	$9,190	$13,479	$10,900	2				

GEOGRAPHIC REGION 1 RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	7	$16,275	$15,650	$19,888	$16,790	1				
$100 TO $249 MILLION	7	$15,623	$13,151	$17,826	$16,000	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	21	$15,641	$13,398	$18,824	$15,913	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	6	$12,341	$9,360	$15,338	$12,110	2				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$12,708	$11,016	$15,427	$12,236	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$12,514	$10,912	$15,951	$12,220	2				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	9	$10,776	$9,481	$11,733	$10,868	2				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$11,058	$10,059	$14,127	$10,920	3				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	$10,927	$9,946	$13,967	$11,050	6				
109 WORD PROCESSING OPERATOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$13,173	$11,509	$17,121	$13,728	2				
110 BOOKKEEPING MACHINE OPERATOR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$12,357	$10,694	$15,003	$10,731	4				
112 CUSTODIAN										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$13,701	$11,077	$16,032	$13,354	2				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$13,388	$9,882	$14,204	$13,331	4				
113 MESSENGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$11,214	$10,276	$12,477	$11,511	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$11,025	$10,064	$13,448	$11,477	5				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$11,040	$9,943	$14,021	$10,504	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$11,984	$9,934	$14,586	$12,000	3				
202 RECEPTIONIST										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$11,939	$10,242	$14,819	$11,600	2				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	7	$13,537	$11,914	$17,156	$12,300	1				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$13,402	$11,460	$16,476	$13,260	5				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$13,460	$11,772	$17,111	$13,023	9				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$11,104	$9,956	$14,014	$10,688	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$11,502	$9,746	$14,050	$11,520	1				
205 SECRETARY										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$14,428	$12,041	$17,612	$14,532	3				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$13,808	$11,652	$17,024	$14,183	7				

GEOGRAPHIC REGION I   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	5	$14,791	$12,988	$19,480	$13,780	2				
$100 TO $249 MILLION	7	$18,806	$14,642	$20,285	$18,500	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$17,516	$14,412	$20,909	$17,191	6				
207 LEGAL SECRETARY										
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
208 UNIVERSAL TELLER										
UNDER $50 MILLION	10	$10,808	$9,197	$12,738	$10,573	7				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$11,284	$9,882	$14,745	$11,400	19				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$10,419	$9,129	$13,832	$10,195	117				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$11,078	$9,820	$14,704	$10,939	48				
209 HEAD TELLER										
UNDER $50 MILLION	9	$13,362	$11,285	$15,823	$13,169	1				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$14,010	$12,289	$17,655	$14,664	4				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$13,500	$11,291	$17,182	$12,025	25				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$13,812	$12,142	$17,686	$13,321	12				

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$44,490	$37,838	$57,967	$42,000	1	40	10	6	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$48,403	$32,533	$53,913	$45,500	5	43	9	3	6
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	20	$46,218	$36,627	$57,818	$44,108	3	43	9	5	11
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$31,684	$26,420	$43,524	$29,600	6	38	6	2	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$34,656	$26,158	$41,120	$32,000	1	44	14	4	7
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	8	$20,211	$18,000	$27,714	$18,750	1	39	6	3	3
$100 TO $249 MILLION	5	$22,008	$20,230	$28,370	$24,625	2	36	4	2	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$21,316	$19,118	$28,137	$20,912	5	37	5	2	3
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$31,444	$28,625	$42,488	$30,330	2	43	10	6	6

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$20,100	$18,115	$26,715	$20,249	3	38	8	2	4
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$22,576	$20,508	$31,054	$22,000	3	37	6	2	2
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$31,419	$26,736	$40,614	$26,850	1	42	6	3	4
308 CORPORATE TRUST OFFICER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$42,867	$34,080	$52,259	$35,700	1	56	27	4	3
309 PERSONAL TRUST OFFICER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
310 STAFF ATTORNEY										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
$100 TO $249 MILLION	5	$26,820	$22,688	$34,550	$28,000	1	33	8	3	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	$24,951	$21,023	$32,433	$26,200	3	39	11	6	2
312 LOAN REVIEW OFFICER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$29,927	$22,060	$34,218	$29,606	1	39	8	4	4
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$27,345	$23,883	$37,032	$28,496	2	42	4	3	1
314 SYSTEMS ANALYST										
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$26,354	$21,944	$32,679	$25,287	2	34	4	1	2
315 SR COMPUTER PROGRAMMER										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$16,764	$14,969	$22,078	$17,227	3	31	5	2	2
318 COMPUTER OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$13,930	$13,057	$19,038	$14,161	2	28	3	3	2
319 STAFF APPRAISER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$14,255	$12,349	$19,062	$13,325	1	31	3	2	1
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	16	$16,263	$14,106	$21,023	$15,607	1	34	4	2	4

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$17,342	$14,767	$22,316	$17,000	1	35	6	3	3
322 EMPLOYMENT INTERVIEWER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$21,520	$17,602	$26,249	$21,000	2	28	3	3	
323 ASST BRANCH MANAGER(LARGE +31)										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	5	$21,294	$18,820	$28,434	$20,871	2	48	19	7	17
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$17,963	$16,475	$24,013	$17,000	3	35	6	2	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	13	$17,952	$15,701	$24,097	$17,000	3	37	8	3	5

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$500 TO $999 MILLION	5	$22,305	$18,363	$27,764	$19,130	2	32	7	3	5
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$22,320	$18,909	$29,246	$20,569	2	31	6	3	5
327 OFFICER TRAINEE (B.A.)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$16,782	$14,604	$21,588	$16,000	8	27	3	1	2
328 OFFICER TRAINEE (M.A.)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$29,274	$25,864	$38,918	$31,492	1	40	3	3	1
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$20,775	$17,663	$27,605	$20,375	17	44	10	4	4

GEOGRAPHIC REGION I RESULTS -- 1987

401 CHIEF EXECUTIVE OFFICER	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	10	$58,242	$37,686	$72,500	$57,875	1	52	13	8	12
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$101,813	$79,625	$111,819	$92,500	1	49	15	8	51
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	29	$103,099	$98,246	$152,590	$85,000 *	1	52	14	8	93
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$82,809 *	$88,626	$138,606	$86,000 *	1	49	15	5	36
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	5	$37,864	$32,510	$85,000	$27,820 *	1	44	3	2	12
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	$55,803	$47,284	$80,029	$56,750	1	43	8	4	12
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$41,067	$37,031	$54,888	$41,450	1	41	5	3	28
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	17	$48,579	$45,482	$71,327	$49,000	1	42	11	5	28
405 OPERATIONS OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$30,492	$28,532	$43,529	$28,895	1	37	11	3	17

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$26,679	$24,335	$36,450	$28,000	1	45	10	4	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	20	$36,805	$35,639	$55,591	$30,000 *	1	44	12	5	5
407 MARKETING OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$53,877 *	$31,271	$50,474	$58,750 *	1	38	6	4	5
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$42,892	$37,531	$60,507	$42,000	1	36	7	5	6
408 CONTROLLER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$32,350	$29,613	$41,806	$32,550	1	36	5	3	3
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$41,411	$35,489	$56,060	$38,225	1	37	8	3	5
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$25,840 *	$26,190	$40,880	$24,000 *	1	37	12	5	5
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$42,162	$37,891	$59,430	$43,000	1	39	9	2	31

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$36,397	$30,494	$46,877	$36,722	7	40	17	4	26
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$29,969	$24,426	$38,963	$30,305	8	36	10	5	13
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	7	$21,467 *	$14,250	$18,500	$20,500 *	1	45	20	10	5
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$25,191	$20,543	$31,425	$27,200	4	41	9	4	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$21,972	$16,928	$25,050	$21,371	17	41	13	4	6
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	25	$23,250	$19,307	$29,297	$22,925	8	42	13	5	6
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	12	$41,320 *	$43,225	$69,139	$39,650 *	1	36	10	2	15
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	$35,199	$33,659	$53,249	$32,760 *	1	36	8	3	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I   RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	10	$39,720	$37,756	$59,471	$36,043 *	1	34	5	2	6
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$24,418	$23,296	$36,362	$23,449	1	36	7	3	13
418 PURCHASING MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$25,192	$19,461	$29,547	$26,350	1	49	17	8	5
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$24,665	$22,123	$34,111	$26,519	1	42	10	4	5
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$31,157	$28,908	$46,014	$29,950	1	36	8	2	5
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$37,320	$33,757	$52,799	$39,132	1	37	8	4	8

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$36,878	$31,905	$50,588	$32,756	1	37	14	3	16
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$40,109	$36,620	$58,175	$34,750 *	1	39	11	3	11
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$46,305	$32,506	$52,631	$50,000	1	38	4	3	7
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$53,360	$43,507	$72,558	$53,000	1	41	6	3	10
423 SR TRUST OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$52,191	$43,673	$67,881	$50,003	1	47	9	4	8
424 TRUST OPERATIONS MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$27,783	$23,386	$33,842	$27,000	1	34	6	2	5
425 TELEPHONE SUPERVISOR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$31,708	$26,499	$39,323	$36,740	1	43	13	6	3
427 PAYROLL SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$23,008	$18,717	$28,000	$22,500	1	43	13	8	3
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	10	$39,423	$32,407	$51,107	$37,300	1	42	10	5	3
429 SECURITY MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$32,700	$25,129	$38,326	$30,900	1	52	15	7	5
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$21,250	$18,375	$27,106	$20,000	1	45	5	3	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$26,258	$23,396	$35,328	$25,500	1	41	6	3	4

GEOGRAPHIC REGION I   RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$32,293	$24,932	$37,236	$31,500	1	37	6	2	1
432 EMPLOYMENT MANAGEMENT										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	5	$42,638	$32,237	$52,224	$39,626	1	43	12	5	2
434 SR INTERNATIONAL BANKING OFFIC										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$45,016	$44,943	$72,557	$45,011	1	36	6	4	4

GEOGRAPHIC REGION I   RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

Region II Mid Atlantic

New Jersey
New York
Pennsylvania

GEOGRAPHIC REGION II RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$10,596	$8,839	$11,585	$10,920	2				
$100 TO $249 MILLION	21	$10,090	$8,874	$12,631	$10,260	4				
$250 TO $499 MILLION	11	$10,028	$8,768	$11,813	$9,975	8				
$500 TO $999 MILLION	9	$9,823	$8,697	$12,757	$9,765	10				
$1 BILLION AND OVER	10	$10,581	$9,112	$13,337	$10,090	18				
ALL BANKS	62	$10,110	$8,864	$12,519	$10,048	7				
102 GENERAL CLERK										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$10,927	$9,646	$13,429	$10,808	4				
$100 TO $249 MILLION	22	$11,653	$9,708	$14,370	$11,326	8				
$250 TO $499 MILLION	10	$11,395	$9,449	$14,534	$11,266	18				
$500 TO $999 MILLION	10	$10,495	$9,068	$13,897	$10,165	23				
$1 BILLION AND OVER	10	$11,761	$10,084	$14,845	$11,619	37				
ALL BANKS	64	$11,368	$9,606	$14,297	$11,238	16				
103 CLERK TYPIST										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,184	$9,128	$13,564	$11,700	3				
$100 TO $249 MILLION	15	$11,358	$9,924	$13,861	$11,088	3				
$250 TO $499 MILLION	8	$11,700	$9,819	$13,822	$11,600	5				
$500 TO $999 MILLION	7	$11,356	$9,847	$14,438	$11,336	14				
$1 BILLION AND OVER	11	$11,998	$10,156	$14,947	$12,022	14				
ALL BANKS	52	$11,541	$9,834	$14,107	$11,455	7				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$10,988	$10,026	$13,178	$10,090	1				
$100 TO $249 MILLION	15	$11,949	$10,601	$14,386	$11,440	2				
$250 TO $499 MILLION	10	$12,194	$10,182	$15,112	$12,065	4				
$500 TO $999 MILLION	11	$11,799	$9,588	$14,804	$11,853	5				
$1 BILLION AND OVER	8	$12,186	$10,833	$16,406	$11,524	30				
ALL BANKS	52	$11,885	$10,283	$14,840	$11,660	7				
105 MAIL CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$10,160	$8,822	$13,026	$9,535	1				
$250 TO $499 MILLION	10	$9,925	$9,223	$13,017	$9,466	2				
$500 TO $999 MILLION	10	$9,631	$8,208	$12,675	$8,950	2				
$1 BILLION AND OVER	8	$11,180	$9,932	$14,760	$11,237	13				
ALL BANKS	44	$10,169	$8,986	$13,277	$9,583	4				

GEOGRAPHIC REGION II RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$15,289 *	$10,333	$15,173	$14,700	1				
$100 TO $249 MILLION	19	$15,927	$12,188	$18,716	$14,280	3				
$250 TO $499 MILLION	11	$16,604	$13,592	$18,791	$15,650	2				
$500 TO $999 MILLION	7	$16,294	$14,120	$20,872	$15,704	2				
$1 BILLION AND OVER	9	$16,704	$14,401	$22,010	$18,126	9				
ALL BANKS	55	$16,199	$13,110	$19,459	$15,420	3				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,438	$9,610	$13,463	$11,200	2				
$100 TO $249 MILLION	27	$12,464	$10,499	$15,497	$12,613	4				
$250 TO $499 MILLION	12	$12,710	$10,634	$15,521	$12,545	4				
$500 TO $999 MILLION	9	$11,668	$9,839	$15,747	$11,914	11				
$1 BILLION AND OVER	10	$13,663	$11,631	$17,362	$13,119	13				
ALL BANKS	68	$12,452	$10,541	$15,680	$12,519	6				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$10,831	$8,912	$12,730	$10,882	2				
$100 TO $249 MILLION	30	$11,349	$9,518	$14,406	$11,273	3				
$250 TO $499 MILLION	12	$11,249	$9,715	$14,080	$11,386	6				
$500 TO $999 MILLION	13	$10,115	$9,249	$14,054	$10,240	10				
$1 BILLION AND OVER	9	$10,550	$9,608	$14,133	$10,732	17				
ALL BANKS	79	$10,977	$9,424	$14,016	$10,967	6				
109 WORD PROCESSING OPERATOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$10,379	$9,678	$13,890	$10,443	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$12,621	$10,112	$15,509	$13,036	3				
$1 BILLION AND OVER	10	$14,591	$12,284	$18,482	$14,173	8				
ALL BANKS	25	$13,025	$10,965	$16,237	$13,120	5				
110 BOOKKEEPING MACHINE OPERATOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	6	$10,912	$9,576	$13,792	$11,192	3				

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$14,522	$11,598	$17,583	$15,520	1				
$250 TO $499 MILLION	8	$13,589	$11,663	$17,631	$11,709	2				
$500 TO $999 MILLION	10	$15,074	$11,117	$16,903	$13,949	3				
$1 BILLION AND OVER	9	$17,680	$12,941	$19,294	$16,120	6				
ALL BANKS	46	$14,674	$11,637	$17,479	$14,248	3				
112 CUSTODIAN										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$11,057 *	$8,017	$10,319	$10,390 *	2				
$100 TO $249 MILLION	14	$11,908	$8,596	$12,575	$10,712	3				
$250 TO $499 MILLION	5	$11,219	$8,874	$13,975	$11,050	4				
$500 TO $999 MILLION	9	$10,051	$8,374	$12,265	$9,824	9				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	40	$11,231	$8,606	$12,614	$10,491	5				
113 MESSENGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$11,334	$9,371	$12,183	$11,084	1				
$100 TO $249 MILLION	24	$11,759	$9,743	$14,010	$11,440	2				
$250 TO $499 MILLION	7	$11,490	$9,917	$14,019	$11,814	3				
$500 TO $999 MILLION	12	$10,550	$9,216	$13,522	$10,530	7				
$1 BILLION AND OVER	11	$12,200	$10,459	$15,572	$12,230	14				
ALL BANKS	61	$11,564	$9,771	$14,124	$11,390	5				
114 SECURITY GUARD										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$14,642	$11,504	$17,333	$14,379	23				
ALL BANKS	17	$13,015	$10,305	$15,269	$13,499	12				

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$11,604	$9,458	$14,235	$11,758	1				
$250 TO $499 MILLION	6	$13,335	$10,601	$14,264	$13,317	1				
$500 TO $999 MILLION	8	$11,953	$9,515	$14,597	$12,626	2				
$1 BILLION AND OVER	6	$13,743	$11,121	$16,361	$12,682	10				
ALL BANKS	39	$12,114	$10,039	$14,653	$12,167	3				
202 RECEPTIONIST										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	14	$11,015	$9,493	$13,721	$11,180	2				
$250 TO $499 MILLION	6	$10,822	$9,208	$13,811	$10,850	2				
$500 TO $999 MILLION	6	$11,311	$9,372	$14,388	$10,606	2				
$1 BILLION AND OVER	7	$13,038	$10,760	$16,227	$11,960	4				
ALL BANKS	37	$11,383	$9,672	$14,451	$11,340	2				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$12,947	$10,443	$16,116	$13,140	3				
$100 TO $249 MILLION	26	$13,385	$11,264	$16,865	$13,415	7				
$250 TO $499 MILLION	12	$13,517	$10,757	$15,765	$12,803	13				
$500 TO $999 MILLION	12	$13,395	$11,547	$17,281	$13,373	18				
$1 BILLION AND OVER	7	$14,280	$12,292	$18,307	$14,742	61				
ALL BANKS	71	$13,407	$11,231	$16,799	$13,324	14				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$10,879	$9,889	$12,647	$10,885	2				
$100 TO $249 MILLION	25	$10,627	$9,736	$13,815	$10,288	1				
$250 TO $499 MILLION	10	$11,553	$9,426	$13,530	$11,316	1				
$500 TO $999 MILLION	11	$12,153	$9,321	$14,060	$12,085	2				
$1 BILLION AND OVER	8	$14,063	$10,821	$16,307	$14,602	3				
ALL BANKS	62	$11,631	$9,768	$14,068	$11,400	2				
205 SECRETARY										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$13,809	$11,432	$16,186	$14,570	2				
$100 TO $249 MILLION	28	$13,614	$11,013	$16,672	$13,650	3				
$250 TO $499 MILLION	11	$12,455	$10,654	$15,860	$11,940	6				
$500 TO $999 MILLION	12	$12,687	$10,532	$16,213	$12,576	11				
$1 BILLION AND OVER	11	$14,845	$12,182	$18,325	$14,742	27				
ALL BANKS	75	$13,512	$11,106	$16,677	$13,398	8				

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$14,696	$11,984	$16,484	$14,500	1				
$100 TO $249 MILLION	27	$19,160	$14,470	$21,433	$18,350	1				
$250 TO $499 MILLION	11	$19,932	$15,230	$22,147	$19,151	2				
$500 TO $999 MILLION	12	$18,068	$13,546	$20,679	$17,482	3				
$1 BILLION AND OVER	10	$21,527	$16,602	$25,199	$20,452	14				
ALL BANKS	69	$18,883	$14,571	$21,625	$18,012	3				
207 LEGAL SECRETARY										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$14,484	$11,689	$16,818	$15,025	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$9,897	$9,085	$13,789	$9,931	16				
$100 TO $249 MILLION	30	$10,835	$9,649	$14,884	$10,885	30				
$250 TO $499 MILLION	11	$10,955	$9,511	$14,902	$10,843	45				
$500 TO $999 MILLION	13	$10,923	$9,787	$15,092	$10,764	84				
$1 BILLION AND OVER	11	$13,197	$11,788	$17,639	$12,956	124				
ALL BANKS	82	$11,047	$9,902	$15,169	$10,807	50				
209 HEAD TELLER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$12,395	$11,258	$15,583	$12,097	2				
$100 TO $249 MILLION	29	$14,632	$12,295	$17,969	$14,038	5				
$250 TO $499 MILLION	11	$14,608	$12,068	$18,045	$14,280	7				
$500 TO $999 MILLION	12	$14,094	$12,149	$18,037	$14,273	19				
$1 BILLION AND OVER	9	$15,342	$13,371	$20,285	$15,208	51				
ALL BANKS	78	$14,273	$12,351	$18,080	$13,920	12				

GEOGRAPHIC REGION II RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	20	$45,193	$32,910	$52,065	$45,250	1	43	9	3	10
$250 TO $499 MILLION	10	$50,459	$38,563	$56,900	$45,470	2	41	10	3	10
$500 TO $999 MILLION	13	$42,633	$30,342	$45,904	$37,099	3	43	12	4	9
$1 BILLION AND OVER	9	$56,459	$36,347	$57,762	$46,592	7	39	9	19	75
ALL BANKS	56	$47,433	$34,107	$52,166	$44,970	3	42	10	5	15
302 COMMERCIAL LOAN OFFICER										
$50 TO $99 MILLION	6	$29,677	$20,187	$30,614	$31,000 *	1	44	8	2	7
$100 TO $249 MILLION	17	$30,380	$24,233	$38,195	$28,418	2	41	12	4	5
$250 TO $499 MILLION	7	$32,681	$26,480	$45,720	$30,800	5	35	6	5	4
$500 TO $999 MILLION	13	$26,741	$21,101	$33,973	$26,767	3	35	10	4	1
$1 BILLION AND OVER	8	$31,997	$27,065	$43,153	$29,013	10	36	8	23	8
ALL BANKS	51	$29,939	$23,827	$38,294	$28,543	4	39	10	6	5
303 SR CONSUMER LOAN OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$31,879	$26,165	$39,081	$32,250	1	47	12	6	6
$250 TO $499 MILLION	10	$38,673	$26,800	$40,386	$35,750	1	38	13	4	13
$500 TO $999 MILLION	9	$32,324	$25,157	$38,118	$35,724	1	46	15	5	8
$1 BILLION AND OVER	6	$37,594	$32,409	$51,017	$38,575	2	45	9	24	21
ALL BANKS	38	$34,625	$27,332	$41,600	$34,000	1	44	13	7	11
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$21,510 *	$14,139	$20,602	$19,030	2	46	11	5	2
$100 TO $249 MILLION	19	$20,900	$18,135	$26,265	$21,255	2	38	12	6	3
$250 TO $499 MILLION	7	$24,194	$17,450	$27,000	$23,500	2	34	10	2	13
$500 TO $999 MILLION	9	$22,548	$17,262	$28,415	$21,630	3	43	16	4	6
$1 BILLION AND OVER	5	$26,196	$22,267	$34,480	$25,533	5	52	21	31	
ALL BANKS	51	$22,329	$18,002	$27,303	$21,770	2	41	13	6	6
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$38,030	$28,064	$42,400	$35,000	1	43	9	3	2
$250 TO $499 MILLION	5	$37,140	$28,033	$44,200	$36,000	1	42	14	6	6
$500 TO $999 MILLION	8	$38,050	$30,459	$45,438	$36,975	1	41	14	3	4
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	29	$39,653	$30,583	$46,422	$36,000	1	43	13	4	5

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GEOGRAPHIC REGION II RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$25,332	$20,759	$30,018	$25,167	1	39	10	7	2
$250 TO $499 MILLION	5	$25,187	$20,500	$30,725	$26,500	1	39	10	2	5
$500 TO $999 MILLION	9	$25,063	$18,523	$29,022	$23,641	2	41	17	5	2
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	33	$25,908	$21,364	$30,812	$23,880	1	40	12	8	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$24,135	$19,313	$30,705	$22,873	2	37	8	5	2
$250 TO $499 MILLION	8	$29,657	$20,319	$34,132	$31,750	1	40	13	7	5
$500 TO $999 MILLION	10	$31,404	$25,799	$39,722	$30,538	2	40	10	7	6
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$27,988	$22,342	$35,170	$28,175	2	40	11	6	5
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	8	$31,902	$24,829	$38,539	$34,281	1	42	16	5	13
$1 BILLION AND OVER	6	$58,320	$44,407	$70,592	$62,270	2	52	13	4	42
ALL BANKS	21	$39,265	$30,324	$47,490	$35,033	1	42	14	6	21
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$24,926	$17,499	$27,443	$25,598	1	41	10	7	3
$250 TO $499 MILLION	6	$31,410	$23,200	$35,083	$30,050	2	40	13	4	6
$500 TO $999 MILLION	6	$28,458	$23,684	$36,258	$27,534	2	41	8	3	5
$1 BILLION AND OVER	6	$52,102	$40,996	$63,383	$34,932 *	4	45	14	4	207
ALL BANKS	27	$32,635	$26,350	$40,477	$27,432	2	41	11	5	63
310 STAFF ATTORNEY										
$1 BILLION AND OVER	7	$54,570	$40,304	$62,164	$55,250	3	36	6	5	3
ALL BANKS	7	$54,570	$40,304	$62,164	$55,250	3	36	6	5	3

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$20,786	$17,367	$24,392	$20,941	1	45	13	6	1
$100 TO $249 MILLION	22	$24,922	$19,599	$28,595	$23,350	1	37	9	5	1
$250 TO $499 MILLION	9	$30,288	$21,413	$33,713	$31,800	2	40	11	4	3
$500 TO $999 MILLION	9	$26,381	$21,610	$33,580	$25,500	2	37	9	4	4
$1 BILLION AND OVER	9	$23,389	$20,096	$30,919	$21,858	13	33	7	2	9
ALL BANKS	57	$25,099	$20,259	$30,589	$22,408	3	38	9	4	3
312 LOAN REVIEW OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$27,499	$23,000	$34,114	$25,500	1	48	10	4	2
$250 TO $499 MILLION	7	$30,957	$23,250	$35,000	$30,000	1	38	16	3	4
$500 TO $999 MILLION	9	$30,043	$23,725	$35,012	$28,800	1	40	15	4	2
$1 BILLION AND OVER	6	$34,093	$27,201	$42,616	$33,467	2	35	3	29	2
ALL BANKS	33	$29,809	$23,742	$36,002	$28,800	1	41	12	6	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$31,169	$22,146	$36,894	$27,252	1	50	10	3	1
$250 TO $499 MILLION	5	$27,440	$21,951	$31,250	$26,500	2	40	2	2	
$500 TO $999 MILLION	7	$30,402	$22,638	$36,081	$32,742	2	45	17	3	1
$1 BILLION AND OVER	5	$34,648	$30,160	$49,151	$31,050	2	38	14	5	6
ALL BANKS	28	$31,602	$24,004	$38,329	$28,364	2	44	10	3	2
314 SYSTEMS ANALYST										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$29,400	$24,105	$37,258	$27,698	5	30	2	2	
ALL BANKS	20	$30,706	$23,131	$34,586	$30,878	3	34	6	4	2
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$24,480	$19,105	$28,080	$24,300	2	30	5	3	
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$33,941	$27,517	$42,666	$34,141	12	34	5	3	
ALL BANKS	23	$27,683	$22,621	$34,172	$27,825	6	32	5	3	4

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$16,014	$14,391	$23,101	$14,579	2	29	6	5	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$21,561	$16,320	$23,816	$22,000	3	32	4	3	
$1 BILLION AND OVER	10	$24,748	$20,702	$31,901	$25,404	12	31	3	2	
ALL BANKS	30	$20,220	$17,158	$26,360	$20,132	5	29	4	3	
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$17,194	$14,088	$20,826	$16,502	1	34	11	6	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$20,838	$16,968	$25,849	$21,336	9	32	9	3	2
ALL BANKS	32	$17,715	$14,627	$21,806	$16,896	4	32	9	5	3
318 COMPUTER OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	20	$12,822	$10,958	$16,[illegible]7	$11,949	2	31	5	4	2
$250 TO $499 MILLION	8	$12,978	$10,868	$15,862	$12,678	3	29	6	3	
$500 TO $999 MILLION	6	$14,539	$12,048	$17,622	$15,261	4	25	2	2	
$1 BILLION AND OVER	10	$16,548	$13,853	$20,900	$17,662	22	30	4	3	
ALL BANKS	49	$13,761	$11,841	$17,461	$13,600	7	30	5	4	2
319 STAFF APPRAISER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$21,065	$18,430	$28,590	$18,200 *	3	34	2	1	
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$13,957	$10,768	$15,315	$13,356	1	35	2	2	
$100 TO $249 MILLION	20	$14,845	$11,945	$17,374	$14,872	2	33	4	3	
$250 TO $499 MILLION	9	$15,951	$12,019	$18,961	$16,520	3	33	3	3	1
$500 TO $999 MILLION	10	$15,142	$12,299	$19,200	$14,956	5	37	6	3	4
$1 BILLION AND OVER	8	$14,395	$12,543	$18,896	$14,474	7	30	4	24	
ALL BANKS	57	$14,738	$12,008	$18,019	$14,846	3	33	4	5	3

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	16	$17,366	$14,980	$22,042	$16,727	1	36	7	3	1
$250 TO $499 MILLION	10	$16,379	$13,762	$19,839	$15,860	1	38	7	3	2
$500 TO $999 MILLION	6	$19,025	$15,114	$22,627	$17,200	1	37	12	5	3
$1 BILLION AND OVER	6	$21,732	$18,141	$27,664	$19,188	2	30	6	29	4
ALL BANKS	39	$18,053	$15,225	$22,526	$17,100	1	36	8	6	2
322 EMPLOYMENT INTERVIEWER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	9	$23,054	$19,089	$30,205	$22,700	4	41	6	25	12
ALL BANKS	14	$21,134	$17,707	$28,166	$20,300	3	39	7	14	12
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	$24,158	$20,151	$30,893	$25,000	6	39	10	5	32
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$20,672	$17,737	$26,188	$20,125	2	41	12	4	11
$250 TO $499 MILLION	10	$20,625	$16,145	$25,595	$19,933	4	35	10	4	34
$500 TO $999 MILLION	12	$20,206	$17,174	$26,946	$20,299	6	40	13	5	14
$1 BILLION AND OVER	6	$21,710	$19,710	$30,408	$21,843	22	33	8	3	48
ALL BANKS	43	$20,434	$17,388	$26,847	$20,098	6	39	11	4	22
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$17,536	$15,005	$22,106	$16,267	3	37	10	3	6
$250 TO $499 MILLION	6	$18,360	$15,083	$24,792	$17,648	2	43	11	4	5
$500 TO $999 MILLION	9	$17,873	$15,707	$24,225	$17,647	4	38	13	4	7
$1 BILLION AND OVER	5	$20,149	$16,939	$25,636	$20,724	28	29	7	31	66
ALL BANKS	41	$17,569	$15,501	$23,626	$17,647	6	37	10	6	14

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
326 ACCOUNTANT	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$24,056	$19,418	$28,169	$25,000	1	34	10	3	3
$250 TO $493 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	8	$24,614	$20,551	$31,189	$24,980	1	36	9	4	3
$1 BILLION AND OVER	7	$23,340	$19,333	$29,419	$22,467	6	30	5	2	6
ALL BANKS	25	$23,556	$19,555	$29,387	$22,512	3	34	8	3	4
327 OFFICER TRAINEE (B.A.)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$16,020	$13,807	$20,284	$15,600	2	28	2	1	
$250 TO $499 MILLION	8	$15,150	$13,345	$19,765	$15,285	3	26	2	1	
$500 TO $999 MILLION	12	$16,113	$14,440	$20,616	$16,500	3	27	2	1	3
$1 BILLION AND OVER	7	$20,354	$16,580	$25,334	$19,344	16	23	1	1	
ALL BANKS	33	$16,727	$14,470	$21,277	$16,413	6	26	2	1	3
328 OFFICER TRAINEE (M.A.)										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$21,693	$17,222	$27,439	$21,455	1	38	12	10	
$1 BILLION AND OVER	8	$52,830	$40,684	$64,379	$41,360	1	35	7	22	6
ALL BANKS	17	$35,872	$29,409	$46,468	$28,200 *	1	35	9	13	6
330 NEW ACCOUNTS OFFICER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$22,169	$16,990	$25,027	$21,689	3	44	19	3	4

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
401 CHIEF EXECUTIVE OFFICER			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$64,817	$41,173	$87,204	$64,900	1	51	18	10	38
$100 TO $249 MILLION	29	$93,404	$66,269	$111,992	$89,128	1	52	20	9	69
$250 TO $499 MILLION	12	$143,917	$86,050	$145,675	$132,250	1	55	19	10	210
$500 TO $999 MILLION	14	$162,573	$102,590	$165,769	$152,504	1	53	20	6	305
$1 BILLION AND OVER	10	$325,857	$233,732	$392,145	$342,500	1	51	22	23	2841
ALL BANKS	82	$135,306	$95,289	$158,979	$110,500	1	52	20	10	423
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$53,804	$28,500	$60,000	$48,000	1	52	23	6	49
$100 TO $249 MILLION	15	$62,747	$41,603	$72,927	$60,000	1	47	11	5	44
$250 TO $499 MILLION	10	$83,565	$55,714	$87,757	$86,250	1	53	22	10	137
$500 TO $999 MILLION	9	$95,962 *	$55,725	$92,955	$89,960	1	48	20	6	274
$1 BILLION AND OVER	8	$225,320	$175,137	$301,416	$240,000	1	53	23	7	1360
ALL BANKS	53	$94,772	$63,311	$106,104	$76,000	1	50	18	7	238
403 CHIEF FINANCIAL OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	18	$52,481	$38,776	$58,834	$53,500	1	43	11	5	34
$250 TO $499 MILLION	9	$50,833	$40,374	$62,729	$59,500	1	47	19	9	7
$500 TO $999 MILLION	9	$69,231	$50,633	$78,906	$63,500	1	46	17	4	73
$1 BILLION AND OVER	10	$131,055	$103,210	$172,703	$110,024	1	44	12	19	120
ALL BANKS	49	$70,396	$50,528	$80,078	$58,800	1	44	14	8	51
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$44,571	$33,102	$51,988	$41,574	1	43	13	4	40
$250 TO $499 MILLION	10	$53,395	$38,071	$58,629	$54,000	1	45	17	7	53
$500 TO $999 MILLION	12	$54,427	$39,450	$63,530	$53,764	1	47	19	6	45
$1 BILLION AND OVER	8	$113,043 *	$69,231	$111,435	$96,009	1	49	23	20	535
ALL BANKS	51	$59,138	$41,559	$65,939	$50,600	1	45	16	7	122
405 OPERATIONS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$25,218	$18,022	$27,427	$26,322	1	41	15	7	11
$100 TO $249 MILLION	21	$25,405	$19,906	$29,827	$26,200	1	40	14	4	16
$250 TO $499 MILLION	5	$27,140	$23,275	$35,825	$25,200	1	37	17	6	64
$500 TO $999 MILLION	11	$30,659	$25,474	$39,413	$32,240	2	42	17	7	14
$1 BILLION AND OVER	6	$58,600	$47,072	$75,085	$51,057	6	45	19	23	253
ALL BANKS	54	$30,125	$25,990	$39,876	$26,828	2	41	15	7	54

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$18,407	$16,212	$25,163	$18,500	1	32	9	4	2
$100 TO $249 MILLION	21	$31,258	$26,272	$39,231	$29,830	1	43	12	4	2
$250 TO $499 MILLION	10	$42,025	$31,584	$49,872	$40,950	1	42	12	7	4
$500 TO $999 MILLION	14	$41,975	$32,610	$52,080	$46,590	1	45	15	7	41
$1 BILLION AND OVER	10	$81,102	$58,318	$95,557	$75,261	1	40	9	17	40
ALL BANKS	62	$42,280	$32,632	$51,488	$35,984	1	42	12	7	19
407 MARKETING OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$26,999	$20,279	$31,313	$27,000	1	37	6	3	2
$250 TO $499 MILLION	7	$29,957	$26,983	$41,483	$32,100	1	40	11	6	3
$500 TO $999 MILLION	14	$44,414	$32,869	$52,632	$43,000	1	47	16	6	5
$1 BILLION AND OVER	8	$76,897	$54,550	$89,802	$72,453	1	43	12	17	25
ALL BANKS	46	$41,718	$31,931	$50,832	$37,868	1	43	12	7	8
408 CONTROLLER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$30,208	$24,012	$34,770	$31,458	1	40	6	4	3
$100 TO $249 MILLION	19	$35,404	$26,642	$41,081	$34,000	1	41	10	6	4
$250 TO $499 MILLION	6	$41,150	$33,250	$51,825	$41,700	1	39	8	4	6
$500 TO $999 MILLION	12	$44,235	$32,169	$51,415	$43,754	1	44	15	7	12
$1 BILLION AND OVER	10	$70,684	$55,715	$91,723	$65,039	1	45	14	17	49
ALL BANKS	55	$43,792	$34,506	$54,810	$39,500	1	42	11	7	15
409 GENERAL ACCOUNTING MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$21,113	$18,345	$27,057	$19,550	1	37	11	4	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$27,035	$19,675	$29,325	$26,674	1	41	18	9	5
$1 BILLION AND OVER	8	$37,124	$32,093	$50,257	$31,003 *	1	34	9	30	19
ALL BANKS	30	$26,905	$23,012	$34,684	$25,334	1	38	13	9	10
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$38,019	$31,602	$47,379	$37,968	1	45	11	3	30
$250 TO $499 MILLION	10	$49,375	$35,627	$54,626	$47,500	1	46	22	7	78
$500 TO $999 MILLION	13	$49,418	$38,067	$61,456	$46,603	1	45	18	5	107
$1 BILLION AND OVER	7	$58,186	$44,140	$67,710	$64,300	2	41	13	25	393
ALL BANKS	49	$46,186	$36,196	$55,965	$44,250	1	45	16	7	112

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$64,817	$41,173	$87,204	$64,900	1	51	18	10	38
$100 TO $249 MILLION	29	$93,404	$66,269	$111,992	$89,128	1	52	20	9	69
$250 TO $499 MILLION	12	$143,917	$86,050	$145,675	$132,250	1	55	19	10	210
$500 TO $999 MILLION	14	$162,573	$102,590	$165,769	$152,504	1	53	20	6	305
$1 BILLION AND OVER	10	$325,857	$233,732	$392,145	$342,500	1	51	22	23	2841
ALL BANKS	82	$135,306	$95,289	$158,979	$110,500	1	52	20	10	423
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$53,804	$28,500	$60,000	$48,000	1	52	23	6	49
$100 TO $249 MILLION	15	$62,747	$41,603	$72,927	$60,000	1	47	11	5	44
$250 TO $499 MILLION	10	$83,565	$55,714	$87,757	$86,250	1	53	22	10	137
$500 TO $999 MILLION	9	$95,962 *	$55,725	$92,955	$89,960	1	48	20	6	274
$1 BILLION AND OVER	8	$225,320	$175,137	$301,416	$240,000	1	53	23	7	1360
ALL BANKS	53	$94,772	$63,311	$106,104	$76,000	1	50	18	7	238
403 CHIEF FINANCIAL OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	18	$52,481	$38,776	$58,834	$53,500	1	43	11	5	34
$250 TO $499 MILLION	9	$50,833	$40,374	$62,729	$59,500	1	47	19	9	7
$500 TO $999 MILLION	9	$69,231	$50,633	$78,906	$63,500	1	46	17	4	73
$1 BILLION AND OVER	10	$131,055	$103,210	$172,703	$110,024	1	44	12	19	120
ALL BANKS	49	$70,396	$50,528	$80,078	$58,800	1	44	14	8	51
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$44,571	$33,102	$51,988	$41,574	1	43	13	4	40
$250 TO $499 MILLION	10	$53,395	$38,071	$58,629	$54,000	1	45	17	7	53
$500 TO $999 MILLION	12	$54,427	$39,450	$63,530	$53,764	1	47	19	6	45
$1 BILLION AND OVER	8	$113,043 *	$69,231	$111,435	$96,009	1	49	23	20	535
ALL BANKS	51	$59,138	$41,559	$65,939	$50,600	1	45	16	7	122
405 OPERATIONS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$25,218	$18,022	$27,427	$26,322	1	41	15	7	11
$100 TO $249 MILLION	21	$25,405	$19,906	$29,827	$26,200	1	40	14	4	16
$250 TO $499 MILLION	5	$27,140	$23,275	$35,825	$25,200	1	37	17	6	64
$500 TO $999 MILLION	11	$30,659	$25,474	$39,413	$32,240	2	42	17	7	14
$1 BILLION AND OVER	6	$58,600	$47,072	$75,085	$51,057	6	45	19	23	253
ALL BANKS	54	$30,125	$25,990	$39,876	$26,828	2	41	15	7	54

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GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$30,880	$25,773	$42,154	$30,000	1	47	14	5	13
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$34,755	$27,190	$41,858	$35,069	3	45	20	9	45
$1 BILLION AND OVER	5	$39,008	$32,890	$51,586	$37,466	15	50	21	6	105
ALL BANKS	21	$34,893	$27,688	$43,667	$35,233	5	47	16	7	47
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$28,245	$20,953	$31,670	$27,550	2	45	9	3	11
$100 TO $249 MILLION	19	$26,164	$22,098	$33,657	$25,000	2	41	10	5	14
$250 TO $499 MILLION	12	$34,089	$23,189	$37,367	$34,650	4	44	15	8	23
$500 TO $999 MILLION	14	$29,083	$23,071	$37,275	$29,087	9	44	16	8	12
$1 BILLION AND OVER	7	$31,635	$26,822	$42,326	$30,504	28	39	13	23	108
ALL BANKS	59	$29,464	$23,160	$36,431	$29,450	7	42	13	7	26
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$20,592	$16,547	$25,253	$19,647	2	43	12	5	9
$100 TO $249 MILLION	29	$22,716	$19,253	$30,918	$22,538	4	41	11	4	8
$250 TO $499 MILLION	11	$26,357	$19,181	$33,180	$26,500	6	44	12	6	11
$500 TO $999 MILLION	13	$24,380	$20,832	$32,164	$24,788	10	43	13	5	14
$1 BILLION AND OVER	7	$25,222	$22,230	$34,181	$24,895	23	34	10	22	83
ALL BANKS	71	$23,600	$19,718	$31,460	$24,447	7	42	12	6	17
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$36,612	$27,417	$43,767	$36,500	1	41	10	6	11
$250 TO $499 MILLION	8	$41,603	$33,174	$49,386	$44,260	1	40	16	8	9
$500 TO $999 MILLION	5	$46,152	$35,111	$53,605	$51,480	1	47	17	10	25
$1 BILLION AND OVER	8	$100,186	$66,180	$109,649	$91,788	1	43	13	5	159
ALL BANKS	35	$53,141	$37,561	$58,985	$44,949	1	42	13	7	52
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$57,359	$41,566	$65,719	$58,797	1	41	15	5	62
ALL BANKS	14	$43,003	$33,917	$52,811	$43,815	1	37	11	5	36

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$61,562	$43,434	$68,896	$63,433	3	39	10	3	28
ALL BANKS	18	$44,263	$34,640	$53,610	$42,606	2	38	13	4	17
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$18,319	$18,013	$26,454	$19,440	1	33	5	3	5
$250 TO $499 MILLION	7	$19,903	$16,234	$23,637	$19,708	1	38	10	4	7
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$30,662	$24,424	$38,308	$29,217	3	32	10	3	22
ALL BANKS	27	$23,014	$19,486	$29,334	$20,910	2	34	8	4	11
418 PURCHASING MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$18,355	$16,049	$23,508	$17,680	1	44	9	3	5
$250 TO $499 MILLION	8	$23,954	$19,203	$29,646	$21,110	1	44	13	7	4
$500 TO $999 MILLION	12	$24,275	$19,052	$29,495	$24,325	1	42	20	7	8
$1 BILLION AND OVER	7	$41,437	$31,421	$49,312	$41,300	1	40	9	24	35
ALL BANKS	40	$25,214	$20,445	$31,349	$23,825	1	41	13	7	15
419 COMMERCIAL CREDIT DEPT MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$29,792	$23,577	$35,983	$34,837	1	36	10	4	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	9	$33,266	$27,097	$41,678	$27,152	1	39	7	5	9
$1 BILLION AND OVER	8	$45,782	$32,721	$51,276	$41,354	1	42	12	19	29
ALL BANKS	28	$35,525	$27,357	$42,156	$34,000	1	39	10	7	15
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$28,463	$22,664	$33,765	$25,888	1	44	10	5	6
$250 TO $499 MILLION	7	$33,717	$30,133	$46,700	$34,950	1	44	18	4	9
$500 TO $999 MILLION	11	$44,328	$35,096	$56,615	$40,209	1	45	20	6	15
$1 BILLION AND OVER	7	$56,757	$47,225	$74,994	$58,864	1	44	15	22	114
ALL BANKS	41	$38,075	$32,535	$51,023	$36,924	1	44	15	7	29

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$28,072	$22,692	$33,827	$27,805	1	41	13	3	2
$250 TO $499 MILLION	5	$36,200	$29,600	$47,660	$36,600	1	45	16	4	11
$500 TO $999 MILLION	5	$41,470	$34,325	$53,664	$46,000	1	45	22	11	6
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	27	$35,351	$30,202	$46,883	$33,111	1	42	15	8	12
422 COMMERCIAL LOAN DEPT MANAGER										
$100 TO $249 MILLION	10	$42,388	$30,795	$47,195	$43,582	1	45	16	7	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	10	$53,015	$41,411	$66,751	$51,225	1	45	19	5	16
$1 BILLION AND OVER	8	$82,633	$65,735	$108,504	$82,899	1	47	15	3	100
ALL BANKS	32	$56,367	$43,843	$70,448	$51,950	1	46	18	6	31
423 SR TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$42,935	$31,214	$44,295	$41,500	1	48	14	11	9
$250 TO $499 MILLION	8	$50,775	$40,717	$64,243	$50,813	1	50	21	12	8
$500 TO $999 MILLION	11	$57,532	$40,086	$63,067	$60,000	1	46	14	4	20
$1 BILLION AND OVER	6	$119,217	$86,027	$136,502	$112,515	1	47	15	5	206
ALL BANKS	43	$58,533	$43,473	$67,159	$50,000	1	48	15	8	36
424 TRUST OPERATIONS MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$21,591	$16,065	$24,075	$24,000	1	44	9	3	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	11	$34,048	$28,900	$44,766	$34,020	1	41	13	5	11
$1 BILLION AND OVER	6	$64,896	$50,906	$80,918	$67,852	1	43	16	6	82
ALL BANKS	29	$35,675	$30,427	$47,516	$33,000	1	41	13	6	25
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	$18,075	$15,317	$23,410	$17,640	1	44	10	6	5

GEOGRAPHIC REGION II RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$49,527	$39,403	$62,311	$44,291	1	35	9	2	11
ALL BANKS	8	$43,377	$35,170	$55,028	$34,018 *	1	33	9	2	8
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	7	$18,695	$15,106	$24,369	$18,720	1	42	10	5	1
$1 BILLION AND OVER	9	$28,430	$23,409	$36,796	$26,150	1	42	13	20	4
ALL BANKS	21	$23,042	$18,507	$29,157	$19,517	1	41	11	10	3
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$27,472	$21,009	$32,921	$28,000	1	31	3	3	2
$250 TO $499 MILLION	6	$32,250	$25,545	$38,929	$33,625	1	42	16	7	3
$500 TO $999 MILLION	9	$33,680	$28,505	$44,152	$36,010	1	40	16	3	7
$1 BILLION AND OVER	7	$64,345	$49,767	$78,461	$66,768	1	43	17	7	41
ALL BANKS	31	$38,863	$30,196	$47,169	$34,250	1	38	12	5	15
429 SECURITY MANAGER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	8	$25,418	$20,332	$32,012	$21,681	1	46	9	2	3
$1 BILLION AND OVER	6	$46,765	$36,853	$58,552	$46,377	1	46	11	6	36
ALL BANKS	21	$31,066	$24,750	$39,001	$31,000	1	49	14	4	18
430 CONSUMER LOAN COLLECTION MGR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$22,580	$17,537	$25,874	$21,009	1	41	9	5	2
$250 TO $499 MILLION	7	$21,501	$18,000	$26,720	$22,650	1	43	9	4	5
$500 TO $999 MILLION	13	$25,004	$19,892	$30,904	$27,500	1	47	14	5	7
$1 BILLION AND OVER	8	$35,529	$26,386	$41,046	$34,467	1	46	14	21	22
ALL BANKS	40	$25,542	$20,359	$31,064	$24,333	1	45	12	8	8

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GEOGRAPHIC REGION II   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	8	$21,354	$19,402	$30,521	$20,737	1	37	10	3	2
$1 BILLION AND OVER	8	$43,120	$34,177	$54,148	$43,524	1	36	6	25	10
ALL BANKS	25	$27,366	$23,219	$35,985	$20,000 *	1	38	9	9	7
432 EMPLOYMENT MANAGEMENT										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$43,085	$34,207	$53,713	$45,250	1	43	10	23	8
ALL BANKS	10	$36,192	$29,494	$46,348	$33,750	1	40	12	14	8
433 SR BUSINESS DEVELOPMENT OFFICE										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$31,199	$26,060	$36,857	$32,550	1	43	11	3	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$40,144	$30,096	$44,959	$36,000	1	43	10	8	16
434 SR INTERNATIONAL BANKING OFFIC										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$83,382	$63,130	$105,229	$83,018	1	46	11	5	74
ALL BANKS	9	$76,897	$57,683	$95,910	$76,300	1	42	10	4	64
435 SR INVESTMENT OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	10	$53,126	$40,056	$59,736	$54,561	1	45	12	8	6
$1 BILLION AND OVER	8	$96,656 *	$58,894	$93,681	$93,503	1	48	19	17	23
ALL BANKS	23	$65,621	$44,398	$68,700	$55,000	1	47	17	10	13

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GEOGRAPHIC REGION II RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

Region III South Atlantic

Delaware
Maryland
Virginia
Washington, D.C.
West Virginia

GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	5	$10,572	$10,400	$12,000	$10,400	2				
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$11,258 *	$8,449	$11,245	$12,084 *	5				
$250 TO $499 MILLION	5	$11,822	$9,993	$13,709	$11,900	6				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	21	$10,715	$9,415	$12,545	$10,513	5				
102 GENERAL CLERK										
UNDER $50 MILLION	7	$10,810	$10,767	$14,220	$11,125	4				
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$10,944	$9,332	$12,402	$10,024	5				
$250 TO $499 MILLION	6	$12,143	$9,971	$15,383	$11,386	12				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	25	$11,282	$10,029	$14,045	$10,936	7				
103 CLERK TYPIST										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$13,250	$10,196	$13,481	$13,760 *	8				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	14	$11,696	$10,531	$14,784	$11,700	6				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$11,935	$9,035	$14,195	$12,269	3				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	18	$11,476	$10,965	$15,905	$11,615	4				
105 MAIL CLERK										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	12	$10,201	$9,266	$13,121	$10,805	2				

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	5	$14,429	$10,447	$16,329	$14,600	1				
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$15,627	$11,832	$16,418	$14,900	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$15,099	$12,131	$18,028	$15,000	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	6	$11,993	$9,304	$14,517	$11,580	3				
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$13,040	$11,179	$16,356	$12,600	3				
$250 TO $499 MILLION	5	$12,617	$11,223	$16,370	$12,000	3				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	24	$12,370	$10,842	$15,752	$12,000	4				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	11	$11,561	$10,203	$14,678	$11,523	1				
$50 TO $99 MILLION	8	$11,552	$10,927	$14,379	$11,778	1				
$100 TO $249 MILLION	13	$12,290	$8,949	$13,977	$12,500	3				
$250 TO $499 MILLION	6	$11,740	$10,177	$15,226	$10,780	5				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	40	$11,897	$9,928	$14,660	$11,762	3				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	7	$12,414	$11,288	$17,038	$12,435	3				
110 BOOKKEEPING MACHINE OPERATOR										
ALL BANKS		INSUFFICIENT DATA								

GEOGRAPHIC REGION III RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$14,830	$10,486	$15,446	$11,811	1				
$250 TO $499 MILLION	5	$12,163	$10,693	$16,315	$10,850	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	16	$14,216	$11,141	$16,562	$12,875	1				
112 CUSTODIAN										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	8	$10,058	$8,300	$11,577	$9,801	3				
113 MESSENGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$11,338	$9,420	$14,094	$11,550	1				
$250 TO $499 MILLION	5	$10,141	$9,653	$13,647	$9,400 *	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	16	$10,919	$9,742	$13,827	$10,900	2				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$9,647	$8,068	$12,299	$9,567	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	12	$11,225	$9,556	$13,357	$11,288	1				
202 RECEPTIONIST										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$10,315	$8,201	$12,602	$9,670	1				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	14	$11,947	$10,107	$14,899	$11,778	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	7	$13,287	$11,250	$14,603	$13,400	2				
$50 TO $99 MILLION	5	$13,032	$10,657	$14,595	$13,200	2				
$100 TO $249 MILLION	12	$11,815	$10,562	$16,476	$11,672	6				
$250 TO $499 MILLION	7	$14,387	$11,497	$18,666	$14,322	10				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	32	$12,953	$11,063	$16,907	$13,347	6				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	5	$9,737			$9,360	1				
$50 TO $99 MILLION	6	$10,775	$10,000	$13,000	$10,830	1				
$100 TO $249 MILLION	11	$9,925	$8,312	$11,913	$10,150	1				
$250 TO $499 MILLION	7	$12,082	$9,608	$13,914	$11,832	2				
ALL BANKS	29	$10,589	$9,040	$12,920	$10,150	1				
205 SECRETARY										
UNDER $50 MILLION	5	$12,335	$11,403	$16,093	$12,470	1				
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$12,109	$10,386	$16,719	$12,113	3				
$250 TO $499 MILLION	5	$13,660	$10,860	$17,308	$12,727	8				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	29	$13,077	$11,328	$17,119	$13,046	5				

GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	6	$16,762	$14,403	$20,593	$15,525	1				
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$16,899	$12,773	$20,301	$16,164	2				
$250 TO $499 MILLION	6	$18,090	$14,336	$22,485	$16,199	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	29	$17,161	$13,784	$21,296	$16,164	2				
207 LEGAL SECRETARY										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
208 UNIVERSAL TELLER										
UNDER $50 MILLION	10	$10,277 *	$10,586	$14,443	$10,220 *	7				
$50 TO $99 MILLION	5	$10,693	$8,617	$14,168	$10,674	12				
$100 TO $249 MILLION	13	$10,447	$9,461	$14,476	$10,220	23				
$250 TO $499 MILLION	7	$11,614	$10,003	$15,457	$11,083	54				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	37	$10,726	$9,773	$14,795	$10,471	27				
209 HEAD TELLER										
UNDER $50 MILLION	8	$12,570	$12,050	$17,410	$12,264	2				
$50 TO $99 MILLION	5	$13,326	$11,864	$14,645	$13,333	2				
$100 TO $249 MILLION	11	$13,867	$11,329	$17,902	$13,896	5				
$250 TO $499 MILLION	7	$14,588	$12,263	$19,234	$14,374	9				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	33	$13,686	$11,922	$18,075	$13,820	6				

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$38,570	$35,568	$50,238	$36,000	1	37	10	5	2
$100 TO $249 MILLION	8	$45,948	$36,446	$59,841	$49,940	1	44	11	5	9
$250 TO $499 MILLION	7	$42,839	$33,491	$51,808	$41,000	1	41	12	3	8
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	25	$43,737	$37,141	$56,642	$44,500	1	41	10	4	7
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$26,308 *	$29,237	$40,258	$22,250 *	1	42	9	2	1
$100 TO $249 MILLION	7	$42,555	$27,610	$42,827	$44,250 *	2	38	6	3	4
$250 TO $499 MILLION	5	$25,486	$21,429	$36,680	$22,927	3	33	7	2	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	22	$31,826	$26,465	$43,090	$31,997	3	38	7	3	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$33,864	$25,405	$41,341	$32,095	1	47	13	8	8
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	17	$33,291	$27,573	$43,712	$33,600	1	45	13	7	8
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$20,450 *	$16,245	$19,589	$21,250 *	2	35	8	2	
$100 TO $249 MILLION	9	$21,463	$19,535	$32,381	$21,750	2	42	13	5	3
$250 TO $499 MILLION	5	$21,968	$20,469	$31,459	$23,833	2	35	9	3	3
ALL BANKS	23	$21,023	$19,688	$29,587	$21,125	2	38	10	4	3
305 SR MORTGAGE LOAN OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$37,278	$31,988	$52,041	$37,500	1	46	13	6	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	11	$39,508	$32,750	$50,527	$36,000	1	48	18	6	4

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GEOGRAPHIC REGION III RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$19,155	$15,475	$24,981	$18,000	1	42	10	3	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	14	$21,373	$18,343	$30,750	$20,379	2	40	11	3	4
307 TRUST ACCOUNT ADMINISTRATOR										
$100 TO $249 MILLION	5	$26,310 *	$12,512	$22,672	$25,500 *	1	46	14	9	1
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	6	$28,772 *	$17,035	$27,334	$26,400	1	44	12	8	1
308 CORPORATE TRUST OFFICER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	5	$30,146	$22,477	$34,166	$33,925	1	42	11	4	2
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
310 STAFF ATTORNEY										
ALL BANKS		INSUFFICIENT DATA								

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$22,740 *	$22,891	$32,722	$23,000	1	34	8	4	2
$250 TO $499 MILLION	6	$23,642	$19,750	$31,097	$20,700	2	34	7	4	3
ALL BANKS	21	$22,050	$21,393	$31,633	$21,900	1	37	9	4	2
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	12	$25,718	$20,714	$30,861	$23,893	1	37	7	3	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$32,130	$24,481	$38,611	$29,432	1	45	10	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	15	$28,265	$22,748	$34,912	$26,000	1	43	9	3	3
314 SYSTEMS ANALYST										
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
315 SR COMPUTER PROGRAMMER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
317 SR COMPUTER OPERATOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	7	$17,640	$14,759	$21,500	$17,500	2	29	5	2	4
318 COMPUTER OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$12,994	$11,610	$16,827	$12,694	2	25	6	3	
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$13,337	$12,949	$18,614	$12,947 *	2	27	6	3	4
319 STAFF APPRAISER										
ALL BANKS		INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$15,729	$15,053	$24,083	$15,765	2	40	5	4	5
$250 TO $499 MILLION	6	$15,377	$13,135	$19,855	$14,479	3	35	4	2	
ALL BANKS	16	$15,244	$13,855	$21,441	$15,092	2	37	6	3	5

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$16,225	$13,499	$20,443	$15,100	1	35	8	4	
ALL BANKS	9	$16,057	$13,024	$19,909	$15,100	1	35	8	3	
322 EMPLOYMENT INTERVIEWER										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
323 ASST BRANCH MANAGER(LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	6	$20,219	$18,861	$29,796	$19,139	5	36	6	3	11
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$15,735	$15,356	$24,811	$16,000	3	35	8	2	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$16,902	$16,154	$25,166	$14,800 *	4	38	7	2	5

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	8	$21,321	$17,113	$25,614	$20,254	2	28	4	2	1
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$15,215 *	$15,366	$21,140	$15,000 *	2	26	2	2	
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	14	$15,796 *	$16,042	$23,428	$15,333 *	2	25	2	1	
328 OFFICER TRAINEE (M.A.)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$16,466 *	$19,408	$29,583	$15,750 *	1	45	20	5	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	15	$19,093	$16,749	$24,733	$17,000	2	42	15	4	5

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	10	$55,764	$54,180	$66,644	$55,063	1	52	15	7	27
$50 TO $99 MILLION	8	$65,000	$57,208	$84,237	$68,750	1	50	22	7	25
$100 TO $249 MILLION	14	$91,046	$56,979	$91,779	$89,000	1	55	22	9	60
$250 TO $499 MILLION	6	$115,805	$73,670	$132,789	$112,625	1	56	14	7	71
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	40	$83,253	$64,503	$99,741	$79,000	1	53	18	8	63
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$67,031	$43,250	$79,800	$61,400	1	51	20	6	16
$250 TO $499 MILLION	5	$76,775	$50,449	$89,417	$72,500	1	54	12	2	80
ALL BANKS	21	$60,118	$45,483	$76,906	$61,400	1	49	15	4	33
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$50,369	$36,527	$59,700	$54,100	1	43	15	5	13
$250 TO $499 MILLION	6	$54,983	$42,772	$66,296	$57,500	1	45	16	6	16
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$51,272	$40,931	$64,218	$56,700	1	45	14	6	26
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	5	$38,490 *	$45,000	$60,000	$39,100 *	1	46	15	5	13
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$44,705	$30,000	$49,000	$43,700	1	49	19	5	31
$250 TO $499 MILLION	6	$54,479	$44,664	$67,020	$59,865	1	44	13	5	39
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	24	$44,819	$39,991	$58,874	$41,800	1	46	15	5	31
405 OPERATIONS OFFICER										
UNDER $50 MILLION	5	$23,225			$24,269	1	42	17	5	16
$50 TO $99 MILLION	5	$22,374 *	$27,068	$37,738	$19,000 *	1	38	13	7	13
$100 TO $249 MILLION	11	$25,356	$19,350	$32,592	$21,784	2	47	14	4	20
$250 TO $499 MILLION	6	$28,271	$25,199	$39,805	$28,250	2	40	13	4	26
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	28	$25,444	$23,033	$36,711	$22,950 *	2	42	14	5	19

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$25,100 *	$27,763	$44,701	$22,575 *	1	42	10	4	3
$250 TO $499 MILLION	7	$32,374	$27,718	$43,942	$31,999	1	40	6	4	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	20	$28,661	$26,732	$41,653	$26,335 *	1	41	8	4	3
407 MARKETING OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$22,056 *	$23,991	$38,922	$22,500 *	1	39	9	2	1
$250 TO $499 MILLION	6	$31,919	$23,515	$37,585	$33,700	1	40	8	6	3
ALL BANKS	18	$25,778	$22,159	$35,354	$24,250	1	40	8	3	2
408 CONTROLLER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$32,525	$30,206	$45,948	$34,140	1	38	12	7	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	21	$33,051	$30,159	$46,074	$33,914	1	37	10	5	4
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	12	$21,723	$18,357	$27,884	$21,400	1	42	19	8	5
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$36,897	$30,292	$49,062	$35,987	1	41	8	3	37
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	11	$36,748	$32,951	$52,845	$34,300	1	44	12	3	45

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$31,423	$20,712	$35,647	$27,000	3	39	12	4	17
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$27,793	$22,121	$37,453	$27,295	4	40	10	5	13
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	5	$25,990	$22,219	$40,038	$26,000	2	47	7	3	7
$50 TO $99 MILLION	5	$21,668	$17,772	$24,894	$19,740	3	45	11	5	6
$100 TO $249 MILLION	12	$22,131	$18,164	$29,707	$20,254	4	38	8	3	6
$250 TO $499 MILLION	7	$23,124	$19,586	$31,850	$22,593	5	35	10	4	7
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	31	$23,174	$19,379	$31,190	$22,917	4	40	9	3	6
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	8	$32,822	$30,451	$47,759	$32,050	1	36	11	7	6
415 COMPUTER CENTER MANAGER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	7	$19,722	$17,983	$29,480	$17,220 *	1	36	7	3	4
418 PURCHASING MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$22,444	$15,805	$26,290	$24,643	1	48	14	4	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	11	$22,976	$19,039	$29,074	$24,500	1	50	9	4	3
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$21,993	$19,200	$29,800	$22,150	1	37	10	3	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	12	$26,931 *	$27,249	$42,083	$25,900 *	1	39	10	3	5
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$27,621	$19,353	$28,908	$32,095 *	1	48	18	6	5
$250 TO $499 MILLION	5	$29,841	$23,412	$36,517	$29,200	1	41	13	4	7
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	16	$29,592	$22,381	$34,170	$30,054	1	44	15	5	7

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	11	$32,109	$29,514	$44,015	$33,000	1	43	14	4	5
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	10	$40,452	$39,125	$61,480	$35,150 *	1	40	12	5	14
423 SR TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$40,402	$30,532	$46,722	$37,750	1	46	9	9	5
$250 TO $499 MILLION	6	$50,142	$38,926	$61,578	$51,400	1	43	11	4	11
ALL BANKS	15	$44,871	$35,570	$54,365	$42,500	1	44	10	6	8
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$21,043	$20,808	$31,733	$19,000 *	1	47	13	3	4
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	8	$19,684	$17,883	$26,333	$18,380	1	44	10	3	3
425 TELEPHONE SUPERVISOR										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	11	$28,050	$26,353	$42,284	$29,700	1	37	3	2	3
429 SECURITY MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	7	$27,585	$18,793	$27,978	$31,000 *	1	45	14	6	6
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$23,782	$17,286	$29,346	$20,745	1	44	12	7	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	17	$20,026	$16,776	$25,331	$18,324	1	40	8	4	3

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GEOGRAPHIC REGION III RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
431 TRAINING DIRECTOR			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	7	$25,985	$19,919	$30,164	$24,500	1	37	5	2	2
432 EMPLOYMENT MANAGEMENT										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
434 SR INTERNATIONAL BANKING OFFIC										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	7	$44,774	$34,534	$54,279	$50,000	1	39	12	4	4

GEOGRAPHIC REGION III RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								

Region IV South-East

Florida
Georgia
North Carolina
South Carolina

GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	6	$9,167 *	$9,900	$15,900	$8,960 *	2				
$50 TO $99 MILLION	9	$8,961 *	$9,343	$12,249	$9,825	3				
$100 TO $249 MILLION	9	$9,828	$9,150	$12,794	$9,880	5				
$250 TO $499 MILLION	7	$10,317	$9,362	$13,266	$9,856	10				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	32	$9,564	$9,294	$12,891	$9,825	5				
102 GENERAL CLERK										
UNDER $50 MILLION	10	$11,579	$9,200	$12,000	$11,025	3				
$50 TO $99 MILLION	13	$11,175	$9,160	$13,024	$10,500	4				
$100 TO $249 MILLION	14	$11,551	$9,050	$14,937	$11,635	10				
$250 TO $499 MILLION	6	$11,677	$9,841	$14,297	$11,263	8				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	$11,389	$9,234	$13,844	$11,029	7				
103 CLERK TYPIST										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$11,534	$10,311	$14,790	$11,209	4				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$12,248	$10,441	$14,388	$13,083	2				
$100 TO $249 MILLION	13	$12,571	$10,063	$14,402	$12,090	3				
$250 TO $499 MILLION	5	$11,510	$10,207	$14,108	$11,381	3				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	33	$12,095	$10,143	$14,541	$11,985	3				
105 MAIL CLERK										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$11,074	$9,205	$12,514	$10,770	1				
$250 TO $499 MILLION	6	$10,475	$9,265	$13,894	$10,296	3				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$10,370	$9,063	$12,721	$10,425	2				

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	14	$13,707	$11,900	$16,167	$13,391	2				
$50 TO $99 MILLION	11	$15,785	$12,771	$18,068	$16,249	1				
$100 TO $249 MILLION	12	$16,087	$13,623	$20,382	$16,344	4				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	42	$15,289	$13,237	$19,137	$15,236	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	8	$11,556 *	$8,650	$11,275	$11,263	3				
$50 TO $99 MILLION	13	$12,138	$9,784	$14,650	$12,038	2				
$100 TO $249 MILLION	16	$13,031	$10,549	$15,500	$13,204	3				
$250 TO $499 MILLION	5	$14,313	$11,986	$16,964	$13,060	4				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	46	$12,548	$10,571	$15,424	$12,657	3				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	16	$11,340	$9,960	$12,690	$11,498	1				
$50 TO $99 MILLION	15	$11,249	$9,373	$13,191	$11,000	2				
$100 TO $249 MILLION	16	$11,225	$9,844	$13,550	$11,333	4				
$250 TO $499 MILLION	6	$11,797	$9,614	$14,111	$11,518	5				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	57	$11,201	$9,586	$13,550	$11,126	6				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$14,387	$10,989	$14,924	$13,524	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	21	$13,999	$11,332	$16,375	$13,112	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	6	$10,674	$9,319	$14,525	$10,708	4				

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$12,565	$11,518	$17,143	$12,426	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$12,435	$10,866	$15,557	$11,916	2				
112 CUSTODIAN										
UNDER $50 MILLION	8	$10,173 *	$10,460	$18,000	$9,800 *	1				
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$9,855	$8,499	$12,659	$10,000	3				
113 MESSENGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$9,804	$8,201	$10,888	$10,060	1				
$100 TO $249 MILLION	12	$10,491	$7,932	$10,663	$10,250	2				
$250 TO $499 MILLION	6	$10,604	$9,174	$14,112	$10,103	5				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	32	$10,349	$8,474	$11,878	$10,500	3				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$13,808	$10,895	$15,387	$13,640	3				

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$11,176	$9,429	$13,002	$11,378	1				
$100 TO $249 MILLION	12	$12,654 *	$9,392	$12,649	$12,700 *	1				
$250 TO $499 MILLION	6	$11,928	$10,275	$14,881	$12,203	3				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$12,365	$9,893	$14,051	$11,849	2				
202 RECEPTIONIST										
UNDER $50 MILLION	7	$10,424 *	$8,500	$9,500	$10,000 *	1				
$50 TO $99 MILLION	5	$13,112	$11,147	$13,587	$12,560	1				
$100 TO $249 MILLION	7	$13,714	$11,123	$14,311	$13,630	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$11,678	$10,359	$13,758	$12,168	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	20	$13,020	$11,375	$15,950	$12,790	2				
$50 TO $99 MILLION	14	$12,168	$9,718	$13,650	$11,993	4				
$100 TO $249 MILLION	17	$12,912	$11,103	$16,522	$13,069	8				
$250 TO $499 MILLION	7	$13,867	$11,677	$17,787	$13,288	11				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	62	$12,903	$10,906	$17,799	$12,799	6				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	7	$10,873	$10,667	$14,833	$10,756	1				
$50 TO $99 MILLION	15	$10,756	$9,168	$13,014	$11,000	1				
$100 TO $249 MILLION	15	$11,875	$9,890	$13,481	$11,554	1				
$250 TO $499 MILLION	7	$11,812	$9,546	$13,620	$11,820	2				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	48	$11,270	$9,579	$13,538	$11,128	2				
205 SECRETARY										
UNDER $50 MILLION	12	$12,670	$11,000	$13,000	$12,806	1				
$50 TO $99 MILLION	12	$12,145	$10,016	$14,302	$11,880	4				
$100 TO $249 MILLION	14	$14,219	$11,490	$16,392	$14,439	6				
$250 TO $499 MILLION	7	$14,336	$11,534	$17,633	$13,500	6				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	49	$13,277	$11,028	$15,783	$12,962	11				

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GEOGRAPHIC REGION IV RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	16	$16,247	$14,650	$17,000	$16,350	1				
$50 TO $99 MILLION	14	$15,648	$12,941	$17,925	$15,012	1				
$100 TO $249 MILLION	14	$17,665	$13,783	$19,634	$18,000	2				
$250 TO $499 MILLION	6	$20,082	$14,671	$24,878	$20,292	3				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	54	$17,164	$13,950	$20,517	$17,000	3				
207 LEGAL SECRETARY										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$16,052	$13,485	$21,940	$15,523	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	24	$10,684	$9,506	$12,406	$10,474	6				
$50 TO $99 MILLION	14	$10,341	$8,521	$13,516	$10,323	13				
$100 TO $249 MILLION	16	$11,043	$9,368	$14,492	$11,302	28				
$250 TO $499 MILLION	7	$11,173	$9,904	$15,224	$11,171	37				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	64	$10,851	$9,309	$14,030	$10,774	28				
209 HEAD TELLER										
UNDER $50 MILLION	20	$13,823	$11,432	$14,382	$13,250	1				
$50 TO $99 MILLION	14	$13,960	$12,228	$17,194	$12,930	2				
$100 TO $249 MILLION	14	$14,041	$12,661	$17,367	$14,513	4				
$250 TO $499 MILLION	7	$14,600	$12,319	$18,841	$13,748	7				
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	58	$14,016	$12,284	$17,357	$13,748	7				

GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	12	$39,334	$24,000	$40,000	$38,625	1	42	9	5	5
$50 TO $99 MILLION	8	$46,465	$36,200	$56,287	$52,000	1	46	7	5	4
$100 TO $249 MILLION	15	$47,998	$38,242	$62,340	$41,650	2	43	8	6	22
$250 TO $499 MILLION	6	$49,658	$37,649	$60,002	$45,975	2	41	6	5	5
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	44	$45,394	$37,088	$59,144	$41,500	2	43	8	5	9
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	6	$20,361	$20,000	$38,000	$20,971	1	40	3	2	4
$50 TO $99 MILLION	7	$37,621	$27,631	$39,403	$36,000	2	38	8	6	5
$100 TO $249 MILLION	12	$32,295	$23,910	$40,515	$33,000	3	37	9	4	3
$250 TO $499 MILLION	6	$32,413	$27,361	$42,515	$32,274	4	35	7	4	2
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	35	$30,854	$24,769	$39,499	$31,250	6	38	7	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	6	$33,692	$32,850	$54,800	$26,725 *	1	45	14	6	2
$50 TO $99 MILLION	7	$39,429	$26,556	$39,897	$37,104	1	44	11	7	5
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$35,165	$27,379	$43,827	$34,400	3	44	14	7	6
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	13	$22,806			$21,200	1	41	7	4	4
$50 TO $99 MILLION	13	$19,966	$15,825	$22,828	$20,875	2	38	8	4	4
$100 TO $249 MILLION	13	$22,534	$17,930	$26,883	$24,350	2	38	10	6	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	47	$21,812	$17,412	$26,068	$21,350	3	39	8	5	3
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$37,529	$26,631	$38,809	$38,018	1	46	8	3	3

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	5	$28,307			$24,000	1	34	6	3	6
$50 TO $99 MILLION	5	$19,743	$17,413	$26,588	$18,716	1	38	12	3	4
$100 TO $249 MILLION	7	$22,962	$16,094	$25,867	$22,000	2	37	3	3	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$24,678	$20,444	$31,719	$22,000	3	38	8	4	5
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$33,412	$27,617	$44,437	$25,730 *	3	43	7	4	3
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$42,989	$30,336	$45,526	$37,900	2	49	14	5	2
309 PERSONAL TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$31,476	$27,266	$36,395	$30,000	1	42	10	8	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$32,750	$27,317	$38,942	$30,250	2	42	10	6	3
310 STAFF ATTORNEY										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$65,240	$57,834	$89,372	$71,500	1	44	6	2	2

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	7	$20,098			$20,000	1	38	8	4	
$50 TO $99 MILLION	10	$21,568 *	$21,692	$31,774	$19,500 *	1	37	7	4	8
$100 TO $249 MILLION	12	$25,436	$23,111	$33,635	$21,400 *	1	35	5	3	3
$250 TO $499 MILLION	6	$30,013	$22,921	$36,379	$28,040	2	43	15	10	2
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	39	$23,619	$21,818	$32,488	$20,750 *	2	37	7	5	4
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$27,974	$24,809	$37,056	$21,500 *	1	39	10	7	4
$100 TO $249 MILLION	10	$36,172 *	$36,750	$52,200	$34,259 *	1	44	9	2	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	24	$30,854	$28,107	$41,757	$25,843 *	1	42	8	4	5
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$26,200	$19,849	$27,442	$27,000	1	49	8	3	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$31,299	$25,264	$36,198	$29,750	2	43	7	3	3
314 SYSTEMS ANALYST										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$31,598	$22,334	$34,772	$31,600	4	40	4	3	3
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	$29,535	$23,323	$33,798	$29,900	4	33	5	2	3

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$20,093	$15,655	$23,584	$20,000	3	33	6	2	2
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$19,196 *	$12,492	$18,678	$16,230	1	27	6	2	2
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	$20,600	$16,568	$25,850	$17,719	2	33	7	3	3
318 COMPUTER OPERATOR										
UNDER $50 MILLION	5	$14,126	$11,100	$14,700	$14,100	1	31	3	3	1
$50 TO $99 MILLION	5	$14,004	$11,520	$17,160	$11,688	1	29	7	1	3
$100 TO $249 MILLION	8	$12,811	$10,240	$15,229	$12,490	3	28	3	3	
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$14,002	$11,605	$16,589	$13,212	3	29	4	2	2
319 STAFF APPRAISER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	5	$14,874			$14,400	1	43	2	2	1
$50 TO $99 MILLION	8	$18,811	$15,262	$25,898	$17,597	2	39	3	2	4
$100 TO $249 MILLION	12	$17,430	$14,181	$21,030	$16,178	2	36	3	3	8
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	32	$16,648	$13,924	$21,280	$15,228	4	38	3	2	4

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GEOGRAPHIC REGION IV RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$16,508	$12,011	$17,378	$15,130	1	34	7	5	3
$250 TO $499 MILLION	5	$17,290	$13,917	$21,932	$18,390	1	33	7	3	2
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$16,252	$12,343	$18,620	$15,230	1	34	7	4	3
322 EMPLOYMENT INTERVIEWER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	10	$21,220	$16,340	$28,495	$19,100	2	38	7	5	11
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$20,002	$17,497	$26,738	$19,886	2	36	6	2	10
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	16	$19,400	$18,019	$26,779	$19,120	5	37	7	2	11
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$17,092	$15,825	$23,968	$16,792	3	37	6	2	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$16,805	$15,753	$25,189	$16,396	3	35	6	2	4

GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$24,333	$22,518	$31,486	$25,000	1	35	4	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$23,514	$19,246	$28,396	$24,001	2	34	5	3	7
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	$16,884	$12,618	$21,552	$17,250	9	24	2	3	
328 OFFICER TRAINEE (M.A.)										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,207	$16,767	$20,573	$19,000	3	51	23	7	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	17	$21,083	$17,508	$23,892	$19,000	3	45	14	5	3

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	26	$65,124	$60,025	$82,400	$58,146 *	1	49	12	10	15
$50 TO $99 MILLION	15	$82,946	$51,506	$84,685	$81,000	1	48	13	8	25
$100 TO $249 MILLION	17	$111,925	$90,370	$124,788	$103,000	1	54	20	13	115
$250 TO $499 MILLION	6	$100,100	$65,595	$134,690	$100,750	1	57	24	15	120
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	68	$94,217	$90,222	$119,469	$84,278 *	1	51	16	11	47
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	9	$41,334	$34,000	$53,750	$43,000	1	44	15	10	13
$50 TO $99 MILLION	9	$61,872	$44,936	$82,111	$67,400	1	51	17	9	45
$100 TO $249 MILLION	9	$70,962	$70,277	$89,168	$68,500 *	1	49	9	6	88
$250 TO $499 MILLION	5	$84,180	$59,224	$111,507	$80,000	1	45	13	4	95
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	35	$73,190	$68,014	$106,288	$65,800 *	1	47	14	7	53
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	7	$32,964			$32,000	1	39	6	4	6
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$52,600	$51,068	$76,882	$58,500	1	40	11	6	30
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$52,025 *	$55,433	$85,208	$45,863 *	1	44	10	6	17
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	15	$33,417 *	$24,900	$30,633	$32,400 *	1	39	7	4	12
$50 TO $99 MILLION	12	$39,099	$28,093	$43,330	$36,296	1	41	13	8	24
$100 TO $249 MILLION	12	$49,465	$41,565	$54,996	$48,313	1	45	15	7	38
$250 TO $499 MILLION	6	$56,400	$39,949	$66,551	$58,650	1	48	21	8	31
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	48	$43,554	$36,493	$52,484	$39,500	1	43	13	6	28
405 OPERATIONS OFFICER										
UNDER $50 MILLION	12	$20,449 *	$21,000	$29,000	$19,450 *	1	38	8	3	5
$50 TO $99 MILLION	11	$25,187	$19,598	$30,916	$22,500	1	40	11	6	18
$100 TO $249 MILLION	13	$26,181	$22,806	$33,500	$24,999	2	41	11	4	26
$250 TO $499 MILLION	5	$30,030	$27,331	$42,113	$34,400	2	55	16	8	21
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	45	$24,712	$22,597	$33,893	$22,550 *	2	41	11	5	17

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$29,313	$19,330	$29,477	$25,250	1	45	15	6	7
$100 TO $249 MILLION	11	$29,132	$25,244	$36,634	$29,000	1	42	9	4	3
$250 TO $499 MILLION	6	$34,095	$31,395	$49,659	$36,750	1	46	10	4	5
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	34	$33,371	$29,098	$43,423	$29,044 *	1	45	11	5	5
407 MARKETING OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$29,789	$24,195	$38,249	$28,000	1	40	9	4	3
$250 TO $499 MILLION	6	$34,700	$28,452	$45,117	$35,250	1	41	6	5	2
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$32,830	$25,502	$39,047	$29,600	1	41	8	4	3
408 CONTROLLER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$40,014	$33,349	$54,385	$41,200	1	37	7	3	9
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	20	$43,433	$38,230	$55,656	$41,500	1	41	9	7	12
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$37,500	$26,574	$40,546	$35,000	1	38	12	9	5
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$29,366	$26,959	$38,121	$25,700 *	1	40	13	7	6
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$46,000	$35,060	$54,235	$43,200	1	43	9	3	30
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$44,054	$38,882	$53,655	$38,700 *	1	41	9	2	25

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	6	$44,547	$33,728	$49,096	$42,367	5	46	19	5	34
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$32,619	$26,590	$37,678	$32,167	2	43	9	3	14
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	24	$31,561	$27,749	$39,097	$31,833	7	43	11	6	14
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	13	$27,693 *	$19,000	$26,000	$28,350 *	1	39	10	3	4
$50 TO $99 MILLION	11	$25,698	$21,596	$33,952	$24,850	2	41	9	5	9
$100 TO $249 MILLION	13	$26,980	$19,223	$32,587	$26,750	4	39	10	4	7
$250 TO $499 MILLION	6	$25,787	$23,094	$35,723	$26,185	4	40	11	4	5
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	47	$26,732	$20,991	$32,850	$26,370	4	40	10	4	6
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$42,060	$30,754	$42,969	$38,250	1	50	9	3	23
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$37,811	$34,429	$48,473	$38,000	1	45	10	4	15
415 COMPUTER CENTER MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$31,866	$24,316	$32,026	$30,800	1	38	9	4	7

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GEOGRAPHIC REGION IV RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$42,830	$36,552	$50,852	$42,550	2	40	10	6	6
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$26,369	$21,450	$28,426	$24,450	1	42	10	5	9
418 PURCHASING MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$20,634	$18,110	$25,879	$21,100	1	44	12	6	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	$22,123	$19,959	$26,975	$21,525	1	42	11	6	4
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$25,020			$21,000	1	33	6	1	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$32,735	$29,200	$43,113	$22,827 *	1	46	12	5	4
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$23,340 *	$13,005	$17,595	$20,200 *	1	40	6	3	6
$100 TO $249 MILLION	9	$33,761	$26,270	$38,458	$32,500	1	37	9	3	8
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	24	$31,614	$27,159	$39,118	$31,000	1	40	8	4	7

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	5	$19,144			$18,720	1	34	3	3	3
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	16	$31,484 *	$40,767	$63,948	$25,588 *	1	41	6	3	5
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$45,120	$36,984	$48,464	$47,500	1	46	12	7	12
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$46,193	$41,189	$58,305	$46,250	1	45	9	7	8
423 SR TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$50,450	$38,667	$52,605	$45,150	1	46	11	7	7
$250 TO $499 MILLION	5	$54,500	$47,446	$78,211	$54,750	1	53	17	6	13
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$59,465	$47,310	$70,392	$50,800	1	49	15	6	11
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$34,282	$25,392	$39,911	$34,250	1	41	10	3	5
425 TELEPHONE SUPERVISOR										
ALL BANKS		INSUFFICIENT DATA								

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GEOGRAPHIC REGION IV RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$19,125	$17,002	$22,578	$18,500	1	43	12	8	14
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$29,617	$26,722	$40,867	$28,000	1	32	5	4	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$30,989	$29,410	$42,821	$31,250	1	36	7	3	6
429 SECURITY MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	$30,725	$27,011	$37,631	$31,857	1	45	13	7	14
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	14	$23,518	$19,247	$29,042	$20,700	2	40	7	3	4

GEOGRAPHIC REGION IV RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$25,993	$22,223	$31,819	$26,600	1	41	10	3	12
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$56,174	$46,366	$70,590	$55,000	1	48	6	3	5
434 SR INTERNATIONAL BANKING OFFIC										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$66,160	$49,512	$76,659	$59,248	1	53	18	4	3

GEOGRAPHIC REGION IV RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

Region V East-North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	10	$8,679	$8,607	$11,638	$8,582 *	3				
$50 TO $99 MILLION	45	$10,010	$8,432	$12,094	$9,870	3				
$100 TO $249 MILLION	68	$10,085	$8,920	$12,598	$9,899	4				
$250 TO $499 MILLION	26	$10,144	$8,777	$12,576	$10,056	5				
$500 TO $999 MILLION	9	$9,944	$9,192	$13,683	$9,454	4				
$1 BILLION AND OVER	9	$11,427	$9,647	$14,091	$11,433	20				
ALL BANKS	167	$10,047	$8,847	$12,625	$9,900	4				
102 GENERAL CLERK										
UNDER $50 MILLION	19	$10,877	$9,280	$12,253	$10,800	2				
$50 TO $99 MILLION	57	$10,939	$9,317	$13,371	$10,833	4				
$100 TO $249 MILLION	81	$11,455	$9,396	$14,066	$11,644	7				
$250 TO $499 MILLION	28	$11,764	$9,864	$14,764	$11,988	13				
$500 TO $999 MILLION	7	$11,009	$9,327	$13,886	$11,229	29				
$1 BILLION AND OVER	7	$10,867	$9,552	$13,509	$10,284	28				
ALL BANKS	199	$11,262	$9,458	$13,899	$11,245	8				
103 CLERK TYPIST										
UNDER $50 MILLION	12	$10,180	$8,911	$11,817	$10,181	1				
$50 TO $99 MILLION	29	$11,671	$9,953	$14,670	$11,551	2				
$100 TO $249 MILLION	43	$11,443	$9,465	$13,710	$11,336	3				
$250 TO $499 MILLION	23	$12,112	$10,459	$15,235	$12,022	5				
$500 TO $999 MILLION	6	$11,866	$10,828	$15,833	$12,216	5				
$1 BILLION AND OVER	8	$12,352	$10,399	$15,441	$12,071	16				
ALL BANKS	121	$11,587	$9,950	$14,475	$11,401	4				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	14	$10,371	$9,882	$13,001	$10,100	1				
$50 TO $99 MILLION	39	$11,649	$9,582	$14,084	$11,024	2				
$100 TO $249 MILLION	60	$11,974	$10,079	$14,370	$11,734	2				
$250 TO $499 MILLION	25	$12,503	$10,134	$15,537	$12,496	4				
$500 TO $999 MILLION	10	$12,617	$10,522	$16,026	$11,793	4				
$1 BILLION AND OVER	10	$12,998	$11,025	$16,300	$12,465	9				
ALL BANKS	158	$11,940	$10,093	$14,766	$11,793	3				
105 MAIL CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$10,014	$8,774	$12,832	$10,088	1				
$100 TO $249 MILLION	41	$10,169	$8,939	$12,663	$10,390	1				
$250 TO $499 MILLION	26	$10,627	$9,135	$13,259	$10,936	2				
$500 TO $999 MILLION	9	$10,591	$8,930	$13,556	$10,185	2				
$1 BILLION AND OVER	7	$10,904	$10,137	$14,762	$10,400	8				
ALL BANKS	98	$10,340	$9,099	$13,185	$10,398	2				

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	19	$14,669	$12,009	$15,982	$14,500	1				
$50 TO $99 MILLION	46	$14,736	$12,214	$16,659	$14,510	2				
$100 TO $249 MILLION	58	$16,100	$12,523	$18,073	$15,567	2				
$250 TO $499 MILLION	25	$16,123	$12,685	$19,661	$15,856	3				
$500 TO $999 MILLION	6	$17,000	$13,819	$19,698	$16,978	3				
$1 BILLION AND OVER	7	$16,788	$14,050	$20,996	$16,744	7				
ALL BANKS	161	$15,614	$12,602	$18,151	$15,440	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	26	$11,388	$10,121	$13,653	$11,440	2				
$50 TO $99 MILLION	63	$11,713	$9,565	$13,627	$11,749	2				
$100 TO $249 MILLION	87	$12,748	$10,507	$15,307	$12,594	3				
$250 TO $499 MILLION	33	$13,578	$10,869	$16,392	$13,488	4				
$500 TO $999 MILLION	10	$13,089	$10,710	$16,515	$12,536	4				
$1 BILLION AND OVER	8	$14,893	$12,928	$19,246	$14,138	9				
ALL BANKS	227	$12,524	$10,434	$15,215	$12,429	3				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	46	$11,104	$9,383	$12,475	$10,609	1				
$50 TO $99 MILLION	86	$11,173	$9,176	$13,383	$10,758	2				
$100 TO $249 MILLION	101	$10,857	$9,395	$13,043	$10,794	3				
$250 TO $499 MILLION	35	$11,398	$9,717	$14,403	$11,196	5				
$500 TO $999 MILLION	12	$11,006	$9,843	$14,973	$10,821	9				
$1 BILLION AND OVER	9	$11,256	$10,466	$15,499	$10,666	17				
ALL BANKS	289	$11,074	$9,451	$13,513	$10,801	3				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	5	$11,735	$10,298	$14,490	$10,560	1				
$50 TO $99 MILLION	8	$12,491	$10,291	$15,012	$12,710	1				
$100 TO $249 MILLION	29	$12,741	$10,331	$14,604	$12,750	1				
$250 TO $499 MILLION	12	$13,324	$10,804	$16,450	$12,728	2				
$500 TO $999 MILLION	5	$13,546	$11,377	$16,911	$13,269	2				
$1 BILLION AND OVER	6	$13,300	$11,742	$17,812	$12,710	4				
ALL BANKS	65	$12,847	$10,683	$15,631	$12,656	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	9	$12,256	$10,093	$14,616	$12,006	2				
$50 TO $99 MILLION	14	$11,616	$9,731	$14,210	$11,625	2				
$100 TO $249 MILLION	10	$11,347	$9,053	$14,189	$10,399	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	38	$12,041	$9,960	$15,261	$11,808	2				

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	22	$13,576	$10,454	$15,962	$12,948	1				
$100 TO $249 MILLION	58	$14,716	$12,142	$17,755	$13,940	2				
$250 TO $499 MILLION	29	$15,195	$10,973	$16,437	$13,740	2				
$500 TO $999 MILLION	10	$15,140	$11,130	$17,024	$14,849	3				
$1 BILLION AND OVER	8	$14,422	$12,290	$18,451	$14,523	4				
ALL BANKS	129	$14,605	$11,480	$17,073	$13,647	2				
112 CUSTODIAN										
UNDER $50 MILLION	14	$9,812	$8,159	$10,601	$9,770	2				
$50 TO $99 MILLION	35	$10,867	$8,662	$12,741	$10,367	2				
$100 TO $249 MILLION	39	$12,240	$9,647	$14,134	$11,532	2				
$250 TO $499 MILLION	20	$10,922	$8,332	$12,570	$10,601	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$12,802	$9,811	$14,549	$11,967	21				
ALL BANKS	116	$11,280	$9,016	$13,246	$10,630	3				
113 MESSENGER										
UNDER $50 MILLION	5	$10,714	$8,500	$11,850	$10,700	1				
$50 TO $99 MILLION	21	$9,884	$8,069	$10,975	$9,565	1				
$100 TO $249 MILLION	54	$10,936	$8,891	$12,332	$10,570	2				
$250 TO $499 MILLION	31	$10,429	$8,939	$12,910	$10,230	3				
$500 TO $999 MILLION	7	$11,270	$9,011	$13,735	$11,400	4				
$1 BILLION AND OVER	8	$11,601	$10,421	$15,455	$11,217	10				
ALL BANKS	126	$10,690	$8,905	$12,648	$10,452	3				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$12,116	$11,076	$15,491	$11,580	2				
$100 TO $249 MILLION	17	$14,885	$10,953	$15,087	$14,300	3				
$250 TO $499 MILLION	14	$14,220	$11,375	$16,358	$13,934	8				
$500 TO $999 MILLION	7	$11,846	$11,017	$16,060	$11,376	7				
$1 BILLION AND OVER	7	$14,755	$12,746	$19,222	$13,900	18				
ALL BANKS	52	$13,908	$11,398	$16,406	$13,890	7				

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	8	$11,123	$9,514	$12,503	$10,908	1				
$50 TO $99 MILLION	45	$11,271	$9,194	$13,185	$11,126	1				
$100 TO $249 MILLION	83	$11,923	$9,958	$13,777	$11,600	1				
$250 TO $499 MILLION	35	$12,314	$9,991	$14,393	$12,142	2				
$500 TO $999 MILLION	12	$12,563	$10,016	$15,200	$13,075	3				
$1 BILLION AND OVER	8	$13,388	$10,831	$16,009	$13,036	3				
ALL BANKS	191	$11,912	$9,865	$14,001	$11,755	2				
202 RECEPTIONIST										
UNDER $50 MILLION	15	$10,953	$10,075	$13,509	$10,920	1				
$50 TO $99 MILLION	53	$11,238	$9,482	$13,451	$11,225	1				
$100 TO $249 MILLION	60	$11,090	$9,465	$13,425	$10,812	2				
$250 TO $499 MILLION	28	$12,165	$10,194	$14,901	$11,859	2				
$500 TO $999 MILLION	8	$12,924	$10,754	$16,322	$12,514	2				
$1 BILLION AND OVER	8	$13,432	$11,213	$16,382	$12,845	4				
ALL BANKS	172	$11,498	$9,859	$14,151	$11,330	2				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	31	$12,741	$10,904	$15,641	$12,560	2				
$50 TO $99 MILLION	81	$12,871	$10,292	$14,899	$12,286	3				
$100 TO $249 MILLION	96	$13,052	$10,978	$15,956	$12,818	4				
$250 TO $499 MILLION	38	$13,865	$11,595	$17,350	$13,489	7				
$500 TO $999 MILLION	10	$15,401	$13,000	$20,154	$13,951	14				
$1 BILLION AND OVER	11	$16,265	$13,794	$20,886	$16,536	18				
ALL BANKS	267	$13,302	$11,134	$16,343	$12,836	5				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	8	$9,903	$8,834	$11,757	$9,420	1				
$50 TO $99 MILLION	41	$10,389	$8,744	$12,926	$10,265	1				
$100 TO $249 MILLION	79	$11,090	$9,228	$12,758	$10,900	1				
$250 TO $499 MILLION	33	$11,833	$9,842	$14,274	$11,650	1				
$500 TO $999 MILLION	10	$11,737	$10,326	$15,883	$11,430	1				
$1 BILLION AND OVER	9	$12,784	$10,860	$16,247	$13,099	3				
ALL BANKS	180	$11,129	$9,461	$13,565	$11,032	1				
205 SECRETARY										
UNDER $50 MILLION	28	$12,179	$10,057	$13,829	$12,076	1				
$50 TO $99 MILLION	67	$12,163	$10,346	$14,826	$12,090	2				
$100 TO $249 MILLION	79	$13,312	$10,857	$15,428	$13,080	5				
$250 TO $499 MILLION	35	$14,176	$11,338	$17,255	$13,740	7				
$500 TO $999 MILLION	12	$14,436	$11,524	$17,758	$13,989	9				
$1 BILLION AND OVER	11	$14,541	$12,149	$18,526	$14,004	35				
ALL BANKS	232	$13,090	$10,916	$15,926	$12,975	6				

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	23	$15,700	$12,447	$16,684	$14,450	1				
$50 TO $99 MILLION	71	$15,943	$12,437	$17,785	$15,503	1				
$100 TO $249 MILLION	87	$17,777	$13,500	$19,519	$17,372	1				
$250 TO $499 MILLION	33	$19,190	$14,184	$21,486	$18,672	3				
$500 TO $999 MILLION	11	$18,598	$13,574	$21,263	$19,448	4				
$1 BILLION AND OVER	9	$20,409	$16,050	$24,841	$21,214	24				
ALL BANKS	234	$17,368	$13,412	$19,606	$16,870	3				
207 LEGAL SECRETARY										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$14,137	$10,926	$17,217	$13,736	1				
$100 TO $249 MILLION	12	$15,468	$11,961	$17,921	$14,907	5				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$18,931	$16,681	$24,793	$15,372 *	2				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	36	$15,705	$13,082	$19,944	$14,935	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	59	$11,312	$8,971	$12,778	$10,433	8				
$50 TO $99 MILLION	96	$10,607	$8,861	$13,779	$10,527	14				
$100 TO $249 MILLION	98	$10,746	$9,527	$13,896	$10,719	21				
$250 TO $499 MILLION	39	$11,374	$10,010	$15,150	$11,047	41				
$500 TO $999 MILLION	12	$11,927	$10,526	$16,141	$11,914	73				
$1 BILLION AND OVER	11	$12,509	$11,241	$17,056	$12,012	147				
ALL BANKS	315	$10,997	$9,487	$14,279	$10,795	25				
209 HEAD TELLER										
UNDER $50 MILLION	52	$14,469	$12,129	$15,707	$13,780	1				
$50 TO $99 MILLION	86	$15,142	$11,824	$17,256	$14,498	2				
$100 TO $249 MILLION	93	$14,863	$12,121	$17,372	$14,190	3				
$250 TO $499 MILLION	33	$15,167	$12,448	$19,237	$14,800	5				
$500 TO $999 MILLION	11	$15,035	$13,280	$20,050	$14,883	9				
$1 BILLION AND OVER	10	$16,149	$13,408	$20,634	$16,247	32				
ALL BANKS	285	$14,961	$12,233	$17,794	$14,362	4				

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	25	$39,156	$34,542	$50,083	$35,000	1	42	9	6	6
$50 TO $99 MILLION	74	$41,352	$33,967	$49,549	$41,653	1	43	11	5	6
$100 TO $249 MILLION	81	$47,315	$32,773	$51,200	$47,320	2	43	10	5	12
$250 TO $499 MILLION	31	$48,091	$34,008	$53,388	$46,125	2	[illegible]	11	5	11
$500 TO $999 MILLION	11	$48,940	$39,569	$63,881	$48,041	2	45	17	7	10
$1 BILLION AND OVER	9	$50,878	$38,595	$60,881	$49,200	6	41	9	3	4
ALL BANKS	231	$44,784	$34,478	$52,886	$44,441	2	43	11	5	9
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	19	$29,175	$24,789	$37,160	$28,000	2	38	10	6	3
$50 TO $99 MILLION	60	$31,135	$25,118	$38,369	$31,550	1	37	8	4	4
$100 TO $249 MILLION	79	$31,239	$23,038	$37,792	$31,900	2	38	8	4	4
$250 TO $499 MILLION	35	$32,143	$23,523	$40,046	$30,700	3	35	7	3	2
$500 TO $999 MILLION	10	$36,486	$25,329	$40,235	$38,828	4	37	10	4	3
$1 BILLION AND OVER	9	$33,598	$26,419	$41,169	$33,418	5	33	6	3	7
ALL BANKS	212	$31,523	$24,151	$38,809	$31,000	2	37	8	4	4
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	12	$31,083 *	$32,950	$39,333	$29,138 *	1	38	8	4	5
$50 TO $99 MILLION	35	$28,952	$23,684	$35,672	$27,882	1	44	14	9	2
$100 TO $249 MILLION	54	$33,533	$26,448	$41,847	$32,200	1	44	12	6	6
$250 TO $499 MILLION	23	$35,793	$27,095	$43,490	$32,592	1	44	11	4	8
$500 TO $999 MILLION	9	$38,970	$31,026	$49,454	$40,800	1	41	14	5	18
$1 BILLION AND OVER	6	$34,065	$27,326	$42,119	$31,650	3	42	12	4	19
ALL BANKS	139	$32,913	$26,805	$41,490	$31,481	1	43	12	6	6
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	30	$21,293	$20,539	$30,935	$20,075 *	1	35	7	4	2
$50 TO $99 MILLION	74	$21,704	$17,285	$26,382	$21,738	1	37	9	4	3
$100 TO $249 MILLION	79	$22,389	$18,183	$27,455	$22,068	2	40	10	4	3
$250 TO $499 MILLION	33	$24,619	$19,246	$32,350	$24,150	2	39	9	4	5
$500 TO $999 MILLION	11	$28,509	$21,907	$34,123	$28,750	3	40	14	7	7
$1 BILLION AND OVER	7	$24,301	$21,786	$33,248	$22,960	4	40	12	2	9
ALL BANKS	234	$22,698	$18,683	$29,038	$22,058	2	38	9	4	3
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	14	$28,092	$27,200	$36,717	$25,900 *	1	42	6	4	2
$50 TO $99 MILLION	25	$30,886	$26,309	$36,313	$30,000	1	42	11	6	3
$100 TO $249 MILLION	34	$36,413	$27,964	$38,601	$39,100 *	1	45	12	7	4
$250 TO $499 MILLION	18	$38,679	$28,530	$44,853	$37,350	2	42	12	6	6
$500 TO $999 MILLION	8	$44,760	$31,154	$50,608	$37,710	1	51	22	10	7
$1 BILLION AND OVER	7	$37,629	$30,738	$48,500	$35,000	1	41	12	4	11
ALL BANKS	106	$35,067	$28,426	$42,003	$33,950	1	44	12	6	5

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GEOGRAPHIC REGION V RESULTS -- 1987

								MEAN		
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
3C6 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	15	$24,287	$23,874	$36,204	$23,900	1	36	12	6	3
$50 TO $99 MILLION	41	$23,438	$19,335	$28,079	$23,575	1	38	10	4	2
$100 TO $249 MILLION	55	$26,293	$20,256	$30,697	$25,400	1	40	9	4	3
$250 TO $499 MILLION	25	$27,851	$20,742	$33,499	$28,500	2	38	8	4	5
$500 TO $999 MILLION	8	$29,733	$22,786	$34,974	$29,459	2	40	13	6	2
$1 BILLION AND OVER	8	$28,369	$22,402	$35,718	$25,419	3	41	10	3	2
ALL BANKS	152	$25,872	$20,807	$31,963	$25,300	1	39	10	4	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$24,646	$19,775	$29,000	$21,260	1	42	11	8	2
$100 TO $249 MILLION	29	$26,957	$24,274	$32,682	$23,000 *	1	40	11	7	3
$250 TO $499 MILLION	17	$33,903	$26,012	$43,329	$34,700	2	44	8	6	2
$500 TO $999 MILLION	8	$38,733	$26,586	$43,094	$37,714	2	46	11	5	9
$1 BILLION AND OVER	5	$26,598	$25,579	$39,417	$27,450	4	37	6	4	6
ALL BANKS	74	$29,109	$24,720	$37,733	$27,475	2	42	10	6	4
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	5	$25,640	$17,750	$32,500	$28,000	1	42	8	7	2
$100 TO $249 MILLION	15	$38,072 *	$23,312	$37,597	$37,250	1	42	7	5	4
$250 TO $499 MILLION	14	$35,133	$24,784	$41,452	$34,983	1	43	13	6	4
$500 TO $999 MILLION	9	$36,783	$25,712	$39,878	$39,000	2	40	11	4	2
$1 BILLION AND OVER	6	$29,840	$25,829	$39,661	$28,200	2	33	9	2	6
ALL BANKS	49	$34,719	$24,527	$39,485	$32,000	1	41	10	5	3
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	14	$24,096	$22,520	$35,444	$22,150 *	1	42	12	4	2
$100 TO $249 MILLION	27	$26,255	$21,509	$32,928	$27,988	2	42	13	6	2
$250 TO $499 MILLION	21	$31,394	$24,296	$41,624	$30,000	2	44	9	5	2
$500 TO $999 MILLION	9	$30,135	$23,865	$37,852	$28,995	3	42	11	6	2
$1 BILLION AND OVER	6	$33,736	$27,048	$42,682	$33,050	5	41	9	2	
ALL BANKS	77	$28,229	$23,609	$38,059	$28,292	2	42	11	5	2
310 STAFF ATTORNEY										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$38,417	$34,888	$50,632	$38,250	1	36	5	5	5
$250 TO $499 MILLION	9	$52,[illegible]11 *	$29,783	$46,413	$56,500 *	1	42	8	3	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$37,922	$30,414	$47,640	$37,200	2	35	6	4	1
ALL BANKS	27	$45,881	$31,886	$49,261	$40,700	1	38	6	4	3

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	16	$19,624	$16,319	$24,231	$17,276	1	41	12	3	2
$50 TO $99 MILLION	59	$20,017	$16,895	$23,856	$19,570	1	39	10	4	1
$100 TO $249 MILLION	62	$25,608	$20,398	$29,847	$25,800	1	39	9	5	2
$250 TO $499 MILLION	21	$26,086	$23,249	$35,975	$23,750	1	37	12	6	3
$500 TO $999 MILLION	11	$32,813	$26,685	$42,322	$31,200	2	31	8	6	5
$1 BILLION AND OVER	9	$21,198	$18,869	$29,198	$21,861	5	26	4	3	2
ALL BANKS	178	$23,469	$19,751	$29,305	$22,016	1	38	10	4	2
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	7	$18,952 *	$19,947	$24,800	$16,000 *	1	39	8	4	2
$50 TO $99 MILLION	16	$21,190	$15,618	$23,169	$19,650	1	37	7	3	3
$100 TO $249 MILLION	30	$29,201	$22,382	$33,630	$25,875	1	38	7	3	4
$250 TO $499 MILLION	14	$35,244	$26,661	$43,285	$33,309	1	42	8	3	2
$500 TO $999 MILLION	7	$31,674	$23,394	$36,601	$32,000	1	41	13	4	4
$1 BILLION AND OVER	7	$33,976	$27,404	$43,348	$27,500	2	34	6	1	6
ALL BANKS	81	$28,404	$22,523	$34,620	$25,750	1	38	8	3	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	7	$27,651	$23,296	$34,944	$23,296	1	40	6	3	2
$50 TO $99 MILLION	12	$25,694 *	$25,768	$35,508	$23,750 *	1	43	9	4	17
$100 TO $249 MILLION	20	$31,214	$22,694	$38,126	$29,560	1	45	8	2	4
$250 TO $499 MILLION	17	$31,971	$24,841	$37,869	$30,400	1	41	9	2	1
$500 TO $999 MILLION	7	$35,444	$24,435	$38,553	$32,300	1	47	12	3	3
$1 BILLION AND OVER	5	$33,562	$26,740	$41,670	$34,736	1	45	9	2	5
ALL BANKS	68	$30,662	$24,636	$37,966	$30,000	1	43	9	3	5
314 SYSTEMS ANALYST										
$50 TO $99 MILLION	5	$25,080 *	$15,430	$24,049	$24,128 *	1	36	9	6	3
$100 TO $249 MILLION	12	$25,657	$19,482	$31,190	$23,950	2	33	8	4	2
$250 TO $499 MILLION	8	$32,354	$23,566	$37,288	$32,844	2	38	10	4	7
$500 TO $999 MILLION	5	$31,516	$24,852	$38,363	$31,079	4	42	9	6	3
$1 BILLION AND OVER	6	$31,682	$24,864	$38,207	$32,382	9	34	8	7	
ALL BANKS	36	$28,992	$22,701	$35,516	$29,250	3	36	9	5	4
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$24,977 *	$16,500	$24,150	$23,850	1	41	11	8	6
$250 TO $499 MILLION	9	$28,361	$19,019	$29,180	$28,942	1	39	5	4	
$500 TO $999 MILLION	6	$28,844	$21,823	$33,985	$28,858	3	35	8	2	2
$1 BILLION AND OVER	7	$30,946	$24,022	$38,595	$30,841	19	39	6	4	
ALL BANKS	30	$28,070	$21,291	$32,938	$28,877	6	38	7	5	5

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GEOGRAPHIC REGION V   RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	15	$20,787	$16,852	$24,765	$17,680	2	30	5	3	
$250 TO $499 MILLION	14	$21,704	$15,184	$23,580	$21,607	2	31	5	3	
$500 TO $999 MILLION	5	$23,581	$18,449	$28,569	$20,500	3	29	4	2	
$1 BILLION AND OVER	7	$24,784	$20,059	$31,465	$23,857	17	29	3	2	
ALL BANKS	46	$21,916	$17,175	$26,283	$21,546	4	31	5	4	6
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	13	$15,696	$11,587	$15,785	$13,000	1	37	8	3	2
$50 TO $99 MILLION	13	$15,684 *	$11,611	$15,408	$15,000	1	30	9	3	3
$100 TO $249 MILLION	20	$16,502	$12,525	$18,501	$16,870	1	32	7	3	3
$250 TO $499 MILLION	10	$18,733	$14,126	$21,467	$18,534	2	30	8	4	2
$500 TO $999 MILLION	5	$18,317	$12,850	$19,205	$17,394	2	35	11	6	
$1 BILLION AND OVER	8	$21,349	$16,425	$25,903	$21,868	5	35	12	4	47
ALL BANKS	69	$17,213	$13,354	$19,761	$17,394	2	33	8	4	4
318 COMPUTER OPERATOR										
UNDER $50 MILLION	15	$11,152	$9,371	$13,217	$11,000	1	29	4	4	3
$50 TO $99 MILLION	32	$11,934	$10,625	$13,599	$11,918	2	29	5	3	3
$100 TO $249 MILLION	37	$12,944	$10,893	$16,148	$12,825	2	30	5	3	3
$250 TO $499 MILLION	18	$13,925	$12,098	$18,063	$14,080	3	29	4	3	
$500 TO $999 MILLION	5	$13,875	$11,493	$16,624	$13,900	3	29	6	4	
$1 BILLION AND OVER	8	$15,547	$13,222	$19,840	$15,375	8	30	5	3	
ALL BANKS	115	$12,812	$11,227	$16,024	$12,815	3	29	5	3	3
319 STAFF APPRAISER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$22,759	$20,261	$30,792	$22,300	1	52	12	5	
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	10	$13,110 *	$13,868	$20,807	$13,125 *	1	35	6	4	2
$50 TO $99 MILLION	29	$15,557	$13,152	$17,970	$16,200	1	35	5	4	1
$100 TO $249 MILLION	60	$16,350	$13,911	$20,729	$15,717	1	36	6	4	2
$250 TO $499 MILLION	29	$17,795	$14,480	$21,772	$17,220	2	35	6	3	
$500 TO $999 MILLION	12	$20,346	$15,025	$23,208	$18,907	5	41	8	6	3
$1 BILLION AND OVER	9	$16,530	$14,279	$22,384	$16,393	13	32	5	3	
ALL BANKS	149	$16,594	$14,044	$20,852	$16,127	2	36	6	4	2

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$15,478	$11,350	$17,100	$16,275	1	36	11	3	4
$100 TO $249 MILLION	40	$17,612	$14,809	$21,120	$16,200	1	41	10	4	2
$250 TO $499 MILLION	33	$18,163	$13,926	$20,970	$18,360	1	34	7	4	2
$500 TO $999 MILLION	9	$17,632	$14,463	$22,820	$17,500	1	33	11	3	7
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	96	$17,927	$14,112	$20,854	$17,510	1	37	9	4	3
322 EMPLOYMENT INTERVIEWER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$22,327	$19,310	$29,315	$22,175	2	35	7	4	1
ALL BANKS	21	$21,403	$17,013	$25,680	$20,030	1	35	7	3	5
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$21,426	$15,500	$22,750	$22,500	2	46	17	5	24
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$22,050	$18,188	$23,897	$19,000	2	42	16	4	17
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$16,544	$13,468	$20,894	$15,765	1	41	10	2	5
$100 TO $249 MILLION	22	$18,777	$15,712	$24,111	$17,014	2	39	9	4	11
$250 TO $499 MILLION	17	$21,954	$17,195	$28,143	$20,033	2	42	12	3	13
$500 TO $999 MILLION	9	$22,026	$18,481	$28,510	$19,320	6	41	15	5	13
$1 BILLION AND OVER	7	$23,289	$18,593	$29,107	$22,980	13	41	10	6	31
ALL BANKS	64	$20,278	$16,690	$26,161	$18,600	3	40	11	4	13
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	5	$17,214 *	$12,390	$16,415	$17,750 *	1	38	8	4	2
$50 TO $99 MILLION	24	$15,388	$13,247	$18,182	$15,600	2	37	10	4	4
$100 TO $249 MILLION	37	$16,425	$14,235	$21,129	$15,720	3	38	11	3	10
$250 TO $499 MILLION	15	$18,230	$15,033	$23,682	$17,926	4	39	12	5	7
$500 TO $999 MILLION	6	$17,786	$17,506	$27,260	$18,552	3	38	10	2	5
$1 BILLION AND OVER	7	$20,816	$17,382	$26,827	$20,857	15	36	9	3	30
ALL BANKS	94	$16,921	$14,701	$21,895	$16,140	4	38	11	4	8

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$19,617	$13,508	$21,307	$19,213	1	34	7	4	2
$100 TO $249 MILLION	18	$20,144	$16,796	$26,406	$18,600	1	34	6	3	3
$250 TO $499 MILLION	16	$23,695	$18,747	$30,487	$23,188	2	31	4	2	4
$500 TO $999 MILLION	10	$23,352	$18,278	$28,058	$21,680	2	30	7	4	4
$1 BILLION AND OVER	5	$20,219 *	$20,552	$31,391	$23,750	10	35	9	12	5
ALL BANKS	62	$21,410	$17,542	$27,552	$21,000	2	32	6	3	3
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	7	$15,514	$12,000	$17,800	$14,000	1	25	2	1	
$50 TO $99 MILLION	7	$15,112	$11,721	$17,042	$15,000	1	25	3	1	1
$100 TO $249 MILLION	22	$16,943	$13,495	$21,141	$16,682	2	26	2	1	3
$250 TO $499 MILLION	14	$17,178	$14,472	$21,801	$17,084	3	25	2	1	5
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	8	$18,455	$15,536	$23,115	$18,156	19	25	2	1	
ALL BANKS	62	$16,870	$14,083	$21,254	$16,765	4	25	2	1	3
328 OFFICER TRAINEE (M.A.)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$21,812	$15,960	$23,780	$21,950	6	32	3	2	5
329 ADVERTISING OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$19,457	$14,567	$21,380	$19,000	1	38	8	2	1
$100 TO $249 MILLION	7	$27,627 *	$29,092	$37,218	$19,632 *	1	36	8	3	3
$250 TO $499 MILLION	15	$27,420	$22,034	$33,574	$28,000	1	40	9	4	2
$500 TO $999 MILLION	5	$28,000	$23,935	$36,127	$28,500	1	39	13	4	3
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	40	$26,327	$23,786	$34,643	$25,324	1	39	9	3	2
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	15	$17,473	$13,061	$17,829	$16,000	2	42	14	4	5
$50 TO $99 MILLION	34	$23,097	$17,709	$27,036	$18,750	1	42	12	5	4
$100 TO $249 MILLION	54	$20,687	$15,981	$22,983	$21,200	2	44	14	5	5
$250 TO $499 MILLION	19	$24,731	$18,937	$31,404	$23,700	3	44	12	5	11
$500 TO $999 MILLION	8	$20,147	$16,778	$26,194	$20,641	4	38	10	3	11
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	134	$21,550	$17,077	$25,980	$20,621	3	43	13	5	6

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	61	$58,637	$46,968	$69,932	$56,000	1	49	11	8	20
$50 TO $99 MILLION	94	$68,314	$54,704	$80,314	$68,375	1	50	15	8	30
$100 TO $249 MILLION	103	$94,517	$65,934	$107,997	$90,875	1	51	18	8	59
$250 TO $499 MILLION	38	$122,996	$86,479	$141,331	$119,750	1	53	21	8	193
$500 TO $999 MILLION	13	$144,705	$102,749	$161,323	$155,000	1	50	17	9	325
$1 BILLION AND OVER	9	$255,778	$211,233	$352,633	$230,000	1	59	18	6	2051
ALL BANKS	318	$89,908	$72,092	$114,288	$79,636	1	51	16	8	117
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	22	$41,324			$40,925	1	45	12	5	17
$50 TO $99 MILLION	47	$51,421	$44,041	$64,761	$50,019	1	47	14	7	24
$100 TO $249 MILLION	55	$62,980	$46,545	$74,131	$62,000	1	47	14	5	35
$250 TO $499 MILLION	24	$83,164	$55,074	$90,945	$76,800	1	49	18	7	125
$500 TO $999 MILLION	9	$95,459	$79,314	$126,204	$85,000	1	46	12	5	263
$1 BILLION AND OVER	6	$188,168	$161,800	$269,733	$180,000	1	50	19	4	1274
ALL BANKS	163	$66,098	$59,335	$94,408	$59,993	1	47	14	6	95
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	12	$40,072	$35,500	$45,000	$35,063 *	1	40	10	5	11
$50 TO $99 MILLION	18	$39,885	$31,890	$44,338	$40,800	1	42	13	8	13
$100 TO $249 MILLION	39	$49,341	$38,551	$60,272	$50,250	1	42	13	6	14
$250 TO $499 MILLION	19	$58,380	$41,805	$66,387	$54,350	1	46	12	7	11
$500 TO $999 MILLION	9	$69,694	$51,630	$83,704	$68,000	1	45	19	10	10
$1 BILLION AND OVER	8	$115,563	$98,699	$166,405	$110,000	1	47	18	7	189
ALL BANKS	105	$55,142	$47,510	$75,386	$50,052	1	43	13	7	26
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	29	$33,878 *	$34,291	$49,169	$34,125 *	1	40	11	5	16
$50 TO $99 MILLION	58	$35,246	$28,879	$45,528	$36,300	1	43	16	7	21
$100 TO $249 MILLION	78	$42,453	$35,349	$53,487	$42,750	1	43	15	5	34
$250 TO $499 MILLION	30	$54,634	$39,841	$66,192	$51,000	1	47	16	6	73
$500 TO $999 MILLION	12	$62,813	$45,192	$71,720	$64,402	1	47	18	7	56
$1 BILLION AND OVER	10	$84,113	$56,857	$93,785	$78,503	1	45	13	4	419
ALL BANKS	217	$44,126	$37,447	$59,207	$40,750	1	44	15	6	51
405 OPERATIONS OFFICER										
UNDER $50 MILLION	39	$20,650	$19,830	$29,160	$20,020	1	41	13	7	9
$50 TO $99 MILLION	50	$21,747	$18,329	$28,523	$21,300	1	41	15	7	13
$100 TO $249 MILLION	78	$25,732	$21,283	$31,120	$23,475	1	41	12	4	17
$250 TO $499 MILLION	28	$34,053	$24,706	$42,878	$31,295	2	41	15	6	38
$500 TO $999 MILLION	12	$37,011	$26,858	$42,128	$35,132	1	40	17	6	39
$1 BILLION AND OVER	8	$48,388	$39,670	$63,700	$44,963	3	41	15	4	416
ALL BANKS	215	$26,446	$23,144	$36,076	$23,489	1	41	14	6	33

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	8	$23,904	$20,000	$27,500	$22,000	1	43	13	6	10
$50 TO $99 MILLION	33	$24,614	$20,284	$29,485	$23,400	1	45	15	6	8
$100 TO $249 MILLION	86	$26,505	$20,707	$32,276	$26,600	2	42	12	5	6
$250 TO $499 MILLION	36	$35,685	$27,540	$43,938	$34,681	1	45	12	5	3
$500 TO $999 MILLION	13	$42,542	$33,774	$53,327	$40,000	1	49	16	7	5
$1 BILLION AND OVER	9	$80,461	$64,649	$106,322	$77,000	1	52	15	7	44
ALL BANKS	185	$31,649	$26,835	$42,132	$28,400	1	44	13	5	8
407 MARKETING OFFICER										
UNDER $50 MILLION	5	$24,195	$18,000	$25,000	$22,500	1	39	11	4	4
$50 TO $99 MILLION	31	$27,015	$21,918	$30,962	$23,430	1	43	12	5	4
$100 TO $249 MILLION	70	$29,376	$23,684	$36,537	$28,065	1	41	8	5	2
$250 TO $499 MILLION	25	$42,696	$31,321	$49,758	$43,325	1	45	12	4	10
$500 TO $999 MILLION	13	$46,120	$31,559	$49,742	$47,700	1	42	5	4	3
$1 BILLION AND OVER	6	$62,385	$47,689	$77,767	$59,900	1	35	9	4	11
ALL BANKS	150	$33,736	$27,779	$43,122	$29,820	1	42	10	5	5
408 CONTROLLER										
UNDER $50 MILLION	6	$27,861 *	$29,100	$36,500	$24,283 *	1	36	7	3	4
$50 TO $99 MILLION	28	$30,234	$25,133	$38,359	$30,375	1	38	11	8	3
$100 TO $249 MILLION	64	$35,818	$28,399	$42,080	$34,506	1	39	11	6	4
$250 TO $499 MILLION	23	$44,515	$33,904	$55,937	$42,700	1	38	9	4	9
$500 TO $999 MILLION	10	$45,745	$34,776	$55,079	$45,700	1	36	11	5	11
$1 BILLION AND OVER	7	$75,657	$66,275	$109,675	$70,000	1	42	10	6	38
ALL BANKS	138	$38,529	$31,788	$49,468	$35,186	1	38	10	6	7
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	5	$15,780			$15,500	1	39	13	8	11
$50 TO $99 MILLION	25	$19,533	$16,343	$24,213	$19,200	1	43	13	5	6
$100 TO $249 MILLION	28	$20,884	$17,463	$25,247	$20,775	1	41	14	6	6
$250 TO $499 MILLION	18	$29,211	$21,172	$33,714	$26,975	1	40	14	5	6
$500 TO $999 MILLION	6	$29,972	$25,900	$39,857	$31,625	1	32	7	4	7
$1 BILLION AND OVER	8	$52,823	$35,787	$58,145	$48,793	1	48	19	6	16
ALL BANKS	90	$25,437	$22,122	$34,315	$23,018	1	41	13	6	7
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$25,543	$19,000	$26,250	$22,000	1	41	10	4	10
$100 TO $249 MILLION	19	$30,850	$25,939	$41,038	$29,500	1	41	13	3	16
$250 TO $499 MILLION	14	$45,057	$33,970	$55,241	$40,125	1	47	14	6	85
$500 TO $999 MILLION	8	$49,910	$39,964	$64,749	$47,455	1	39	14	5	59
$1 BILLION AND OVER	8	$59,106	$47,762	$76,439	$59,365	2	45	18	4	343
ALL BANKS	57	$40,257	$36,518	$58,579	$36,000 *	1	43	14	4	84

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$30,245	$24,500	$39,133	$28,000	2	38	10	6	26
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$32,176	$27,735	$42,943	$30,550	3	44	15	4	18
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	7	$19,127			$19,240	1	40	8	4	5
$50 TO $99 MILLION	16	$28,460	$22,616	$34,423	$28,670	1	43	14	7	10
$100 TO $249 MILLION	39	$27,022	$20,141	$31,798	$25,000	2	42	12	5	12
$250 TO $499 MILLION	21	$29,201	$23,118	$36,842	$29,640	2	43	16	5	18
$500 TO $999 MILLION	10	$28,059	$25,106	$39,117	$26,191	6	35	13	5	22
$1 BILLION AND OVER	8	$31,050	$24,688	$39,044	$30,778	13	39	9	5	26
ALL BANKS	101	$27,589	$22,459	$35,279	$26,500	3	41	12	5	14
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	19	$21,862	$19,628	$28,878	$21,736	2	41	11	5	4
$50 TO $99 MILLION	49	$21,218	$17,229	$26,048	$20,320	2	42	12	5	5
$100 TO $249 MILLION	63	$21,398	$17,887	$27,023	$20,470	3	42	12	5	7
$250 TO $499 MILLION	19	$24,581	$19,593	$31,903	$23,900	7	43	14	6	17
$500 TO $999 MILLION	9	$23,758	$21,198	$33,652	$23,856	6	39	12	4	10
$1 BILLION AND OVER	7	$23,791	$20,474	$32,906	$24,365	13	35	7	2	18
ALL BANKS	166	$22,004	$18,558	$28,612	$21,670	4	41	12	5	7
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	5	$23,787			$20,850	1	39	12	4	3
$50 TO $99 MILLION	7	$24,651	$17,368	$28,000	$23,423	1	36	9	4	6
$100 TO $249 MILLION	20	$29,797	$24,019	$34,222	$24,250	1	39	9	5	8
$250 TO $499 MILLION	18	$46,774	$30,897	$51,822	$48,200	1	43	16	8	16
$500 TO $999 MILLION	6	$56,688	$40,525	$62,491	$54,000	1	40	7	5	17
$1 BILLION AND OVER	7	$86,850	$64,181	$107,044	$89,000	1	49	18	3	260
ALL BANKS	63	$42,499	$35,830	$57,634	$41,988	1	41	12	5	37
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,507			$22,000	1	36	8	4	3
$100 TO $249 MILLION	9	$31,730	$25,861	$38,573	$33,050	1	37	10	5	8
$250 TO $499 MILLION	10	$31,371	$20,775	$34,708	$32,788	1	39	12	6	13
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	5	$59,708	$43,924	$72,842	$58,900	1	38	10	4	50
ALL BANKS	35	$33,692	$26,813	$42,637	$32,775	1	38	11	6	15

GEOGRAPHIC REGION V   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN: NO OF INCUMBENTS	MEAN: AGE	MEAN: LNTH OF SERVICE	MEAN: YRS IN POSITION	MEAN: EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$33,909	$25,175	$38,161	$31,920	1	39	14	7	3
$250 TO $499 MILLION	10	$38,133	$24,014	$39,077	$39,100 *	1	41	13	7	5
$500 TO $999 MILLION	5	$41,560	$35,492	$53,935	$41,750	1	41	7	6	13
$1 BILLION AND OVER	6	$56,372	$42,314	$65,980	$49,870	2	40	13	4	60
ALL BANKS	30	$39,967	$30,633	$47,729	$39,900	1	41	12	6	17
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$16,803	$12,084	$18,277	$15,840	1	35	10	3	3
$100 TO $249 MILLION	19	$21,486	$17,747	$24,951	$19,000	1	36	8	4	6
$250 TO $499 MILLION	9	$27,072	$16,689	$27,653	$25,440	1	43	18	6	6
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$37,841	$28,968	$44,538	$35,150	2	41	17	5	28
ALL BANKS	54	$23,667	$19,532	$29,229	$20,911	1	38	12	4	9
418 PURCHASING MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$19,187	$14,409	$19,349	$16,976	1	41	15	7	3
$100 TO $249 MILLION	31	$20,432	$15,633	$22,802	$20,050	1	41	11	4	4
$250 TO $499 MILLION	23	$25,714	$18,621	$29,069	$24,000	1	46	11	6	8
$500 TO $999 MILLION	9	$29,236	$22,207	$34,270	$33,450	1	44	16	6	9
$1 BILLION AND OVER	5	$33,178	$26,264	$41,536	$36,650	1	39	13	4	6
ALL BANKS	79	$23,694	$18,339	$27,725	$21,100	1	43	12	5	6
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	5	$30,137			$32,000	1	36	7	5	8
$50 TO $99 MILLION	5	$32,799	$21,800	$34,000	$33,000	1	34	8	5	5
$100 TO $249 MILLION	20	$27,762	$21,093	$32,581	$25,718	1	38	8	3	4
$250 TO $499 MILLION	14	$33,155	$26,869	$44,287	$30,730	1	36	9	5	6
$500 TO $999 MILLION	8	$30,965	$26,357	$42,227	$31,500	1	32	9	3	11
$1 BILLION AND OVER	5	$41,421	$32,543	$50,961	$40,700	1	38	11	3	18
ALL BANKS	57	$31,392	$25,492	$40,602	$31,430	1	36	9	4	7
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	11	$21,333	$16,206	$23,650	$24,050 *	1	36	7	4	2
$50 TO $99 MILLION	22	$27,469	$20,090	$32,077	$29,575	1	41	16	10	4
$100 TO $249 MILLION	45	$34,501	$27,652	$41,614	$33,600	1	43	11	5	7
$250 TO $499 MILLION	27	$41,386	$33,114	$54,618	$40,384	1	46	17	8	15
$500 TO $999 MILLION	7	$49,080	$35,322	$55,449	$51,000	1	44	12	5	30
$1 BILLION AND OVER	6	$53,483	$40,169	$63,721	$48,800	1	45	20	7	81
ALL BANKS	118	$35,368	$29,205	$45,909	$33,833	1	43	13	7	12

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GEOGRAPHIC REGION V   RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	8	$18,849	$12,942	$20,233	$16,750	1	34	7	3	3
$50 TO $99 MILLION	13	$26,317	$19,686	$35,718	$24,000	1	41	11	5	2
$100 TO $249 MILLION	25	$33,952	$27,469	$40,186	$34,000	1	41	11	3	3
$250 TO $499 MILLION	20	$45,091	$32,478	$52,347	$45,750	1	43	12	7	5
$500 TO $999 MILLION	6	$43,317	$33,448	$51,190	$43,100	1	44	15	6	10
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	75	$35,993	$29,712	$46,369	$36,400	1	41	11	5	5
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$36,308	$31,264	$47,313	$40,492	1	44	15	5	6
$100 TO $249 MILLION	36	$49,210	$36,923	$54,763	$45,000	1	42	9	4	9
$250 TO $499 MILLION	28	$59,247	$40,090	$68,343	$58,170	1	46	13	7	13
$500 TO $999 MILLION	8	$59,424	$45,486	$71,956	$58,600	1	44	10	5	17
$1 BILLION AND OVER	7	$72,779	$58,978	$94,916	$70,000	1	45	17	4	68
ALL BANKS	97	$52,608	$40,856	$64,974	$50,764	1	44	12	5	16
423 SR TRUST OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	24	$33,168	$26,043	$41,270	$33,500	1	46	15	8	3
$100 TO $249 MILLION	55	$45,989	$37,417	$54,279	$44,821	1	47	12	6	8
$250 TO $499 MILLION	28	$57,095	$39,318	$64,166	$54,550	1	46	10	6	14
$500 TO $999 MILLION	12	$66,953	$51,624	$81,807	$66,550	1	47	14	9	21
$1 BILLION AND OVER	6	$95,025	$70,198	$113,808	$72,900	1	51	17	7	147
ALL BANKS	129	$49,756	$39,989	$62,268	$47,300	1	47	13	7	15
424 TRUST OPERATIONS MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$18,131	$13,198	$20,512	$18,925	1	41	14	5	2
$100 TO $249 MILLION	27	$23,217	$22,578	$31,223	$19,100 *	1	39	11	3	4
$250 TO $499 MILLION	24	$35,189	$24,969	$40,400	$32,650	1	43	13	7	8
$500 TO $999 MILLION	13	$31,373	$26,609	$41,629	$30,000	1	39	10	5	9
$1 BILLION AND OVER	8	$63,103	$44,966	$73,452	$52,500	1	43	14	6	168
ALL BANKS	81	$31,455	$27,006	$42,080	$26,750 *	1	41	12	5	24
425 TELEPHONE SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$22,584	$18,026	$28,132	$19,586	1	39	9	3	4

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GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$27,663	$22,771	$35,753	$26,538	1	36	9	2	3
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$31,311	$24,914	$39,220	$29,250	1	37	8	4	6
427 PAYROLL SUPERVISOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$16,677	$13,369	$19,447	$16,613	1	38	14	4	3
$100 TO $249 MILLION	8	$23,446 *	$14,316	$22,076	$23,560 *	1	50	21	7	2
$250 TO $499 MILLION	8	$20,665	$18,722	$28,218	$20,718	1	44	13	8	4
$500 TO $999 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$32,189	$26,768	$42,811	$28,250	1	44	14	8	5
ALL BANKS	37	$21,983	$17,890	$27,276	$19,875	1	42	15	6	4
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$25,208 *	$16,812	$24,428	$23,700	1	38	9	3	1
$100 TO $249 MILLION	28	$26,128	$20,067	$30,706	$25,500	1	39	9	4	2
$250 TO $499 MILLION	16	$36,188	$24,168	$39,352	$32,800	1	42	12	6	4
$500 TO $999 MILLION	8	$42,631	$30,501	$48,219	$44,550	1	44	12	9	5
$1 BILLION AND OVER	8	$62,861	$50,878	$83,757	$55,256	1	44	15	5	30
ALL BANKS	68	$34,871	$28,238	$45,107	$30,088	1	40	11	5	6
429 SECURITY MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$23,748 *	$20,501	$22,113	$23,340 *	1	47	20	13	3
$100 TO $249 MILLION	12	$25,482	$21,413	$26,606	$23,747	2	44	10	5	7
$250 TO $499 MILLION	14	$28,901	$20,418	$32,331	$26,250	1	51	14	7	10
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	6	$41,950	$32,528	$51,363	$43,851	1	46	4	2	27
ALL BANKS	42	$29,181	$23,796	$35,653	$27,250	1	48	13	6	12
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$14,071	$12,979	$19,360	$14,250	1	34	6	4	1
$100 TO $249 MILLION	26	$19,181	$15,144	$22,553	$19,215	1	40	8	3	2
$250 TO $499 MILLION	17	$24,117	$18,281	$28,198	$25,000	1	38	9	5	5
$500 TO $999 MILLION	6	$28,673	$23,436	$36,385	$28,281	1	37	7	3	11
$1 BILLION AND OVER	8	$34,544	$28,966	$45,462	$36,300	1	41	13	4	29
ALL BANKS	65	$22,821	$19,844	$30,509	$21,060	1	39	9	4	8

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDING Y THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$21,042	$14,948	$21,742	$21,560	1	34	8	2	3
$250 TO $499 MILLION	8	$19,849	$15,804	$23,745	$19,494	1	34	6	3	1
$500 TO $999 MILLION	5	$20,408	$17,119	$25,420	$18,900	1	32	3	1	
$1 BILLION AND OVER	6	$35,613	$29,240	$45,733	$35,000	1	35	5	1	5
ALL BANKS	37	$22,436	$18,532	$28,026	$21,420	1	36	8	2	3
432 EMPLOYMENT MANAGEMENT										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	6	$24,902	$20,673	$31,627	$24,000	1	39	11	5	3
$1 BILLION AND OVER	6	$33,431	$27,754	$43,862	$33,800	1	35	7	2	5
ALL BANKS	18	$27,439	$23,491	$36,769	$27,224	1	39	10	3	4
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	15	$41,885	$29,414	$43,773	$40,750	1	45	10	4	9
$250 TO $499 MILLION	14	$45,868	$34,379	$54,265	$45,700	1	50	13	5	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	35	$45,425	$34,483	$54,144	$44,200	1	48	12	5	7
434 SR INTERNATIONAL BANKING OFFIC										
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	7	$61,159	$49,221	$80,307	$53,500	1	38	10	3	52
ALL BANKS	13	$48,579	$41,838	$67,991	$45,011	1	39	10	5	29
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$37,529	$24,390	$37,905	$36,000	1	46	18	7	2
$100 TO $249 MILLION	25	$42,097	$27,436	$44,441	$42,150	1	45	14	6	3
$250 TO $499 MILLION	20	$45,751	$32,237	$51,616	$42,900	1	44	12	5	11
$500 TO $999 MILLION	10	$48,915	$39,170	$61,132	$48,800	1	42	10	6	5
$1 BILLION AND OVER	8	$99,458	$76,158	$128,373	$89,248	1	42	11	3	37
ALL BANKS	74	$50,059	$38,108	$61,549	$43,812	1	44	12	6	11

GEOGRAPHIC REGION V RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	5	$50,955	$40,044	$65,054	$52,900	1	49	25	8	3
$1 BILLION AND OVER	5	$66,783	$53,754	$88,747	$59,500	1	44	19	5	15
ALL BANKS	16	$56,459	$44,121	$71,888	$54,197	1	47	17	7	12

Region VI East-South Central

Alabama
Kentucky
Mississippi
Tennessee

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	5	$9,468	$7,933	$12,227	$9,223	2				
$50 TO $99 MILLION	18	$9,729	$8,647	$11,726	$9,894	3				
$100 TO $249 MILLION	13	$9,498	$8,265	$12,122	$9,300	5				
$250 TO $499 MILLION	6	$10,476	$8,731	$12,179	$9,843	6				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	47	$9,657	$8,441	$11,905	$9,465	5				
102 GENERAL CLERK										
UNDER $50 MILLION	6	$9,288	$8,917	$12,177	$9,195	4				
$50 TO $99 MILLION	16	$11,135	$8,708	$12,913	$11,150	4				
$100 TO $249 MILLION	14	$11,149	$9,002	$14,706	$11,398	10				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	45	$10,873	$9,104	$13,842	$11,024	18				
103 CLERK TYPIST										
$50 TO $99 MILLION	6	$11,809	$9,598	$13,960	$11,900	2				
$100 TO $249 MILLION	5	$11,069	$9,172	$13,803	$10,800	4				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$11,529	$9,440	$13,840	$11,500	4				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	14	$10,902	$9,590	$13,678	$10,793	2				
$100 TO $249 MILLION	13	$10,986	$9,197	$13,257	$11,000	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$10,874	$9,352	$13,533	$10,793	3				
105 MAIL CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$9,147	$8,423	$11,284	$9,264	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$9,861	$8,389	$11,585	$9,410	2				

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	6	$11,631	$11,081	$13,181	$11,822	1				
$50 TO $99 MILLION	11	$14,650	$13,290	$16,630	$15,265	1				
$100 TO $249 MILLION	6	$14,064	$10,725	$15,700	$14,150	4				
$250 TO $499 MILLION	6	$14,749	$11,227	$17,098	$14,819	3				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	$14,273	$11,747	$16,206	$14,310	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$12,559	$10,284	$14,242	$12,979	2				
$100 TO $249 MILLION	11	$13,131	$11,968	$15,799	$13,100	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$12,456	$10,506	$14,457	$12,132	3				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	17	$10,599	$8,474	$11,018	$9,900	1				
$50 TO $99 MILLION	20	$11,034	$8,985	$12,151	$10,770	2				
$100 TO $249 MILLION	16	$10,944	$9,126	$13,272	$10,967	4				
$250 TO $499 MILLION	6	$11,045	$9,066	$13,918	$10,084	8				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	63	$10,840	$8,928	$12,541	$10,470	4				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$11,285	$10,433	$14,947	$10,920	1				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$12,250	$11,266	$16,147	$12,000	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	5	$11,700	$9,080	$12,080	$11,160	2				
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	10	$11,471	$8,798	$13,063	$10,962	4				

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$13,439 *	$8,350	$11,250	$12,000 *	1				
$100 TO $249 MILLION	6	$12,821	$9,865	$14,034	$12,393	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$13,887	$10,088	$14,498	$14,022	2				
112 CUSTODIAN										
UNDER $50 MILLION	5	$10,292 *	$10,400	$12,100	$9,600 *	1				
$50 TO $99 MILLION	13	$8,889	$8,701	$11,121	$8,920	2				
$100 TO $249 MILLION	7	$9,582	$7,896	$9,919	$8,400	2				
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	29	$9,439	$8,497	$11,066	$9,000	2				
113 MESSENGER										
$50 TO $99 MILLION	12	$9,659	$9,174	$11,722	$9,529	1				
$100 TO $249 MILLION	8	$10,323	$8,397	$11,506	$10,694	1				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	28	$10,008	$8,709	$11,837	$10,070	3				
114 SECURITY GUARD										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	6	$14,072 *	$10,452	$14,022	$12,216	6				

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$11,021 *	$9,205	$11,015	$11,024 *	1				
$100 TO $249 MILLION	8	$11,899	$9,847	$14,978	$12,060	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	24	$12,185	$9,711	$13,691	$12,275	1				
202 RECEPTIONIST										
UNDER $50 MILLION	5	$9,805	$8,280	$11,873	$10,343	1				
$50 TO $99 MILLION	9	$11,039	$10,280	$12,932	$11,600	1				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$10,753	$9,210	$12,733	$11,200	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	8	$10,221	$9,950	$14,360	$10,815	2				
$50 TO $99 MILLION	19	$13,495	$10,090	$14,233	$13,069	2				
$100 TO $249 MILLION	13	$12,366	$10,190	$16,072	$12,800	6				
$250 TO $499 MILLION	6	$13,686	$11,054	$16,439	$13,800	8				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	51	$12,703 *	$13,715	$15,840	$12,600 *	6				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	20	$10,714	$9,029	$11,813	$10,920	1				
$100 TO $249 MILLION	14	$11,093	$8,632	$12,330	$11,421	1				
$250 TO $499 MILLION	5	$12,425 *	$8,956	$12,078	$12,168 *	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	45	$11,150	$8,988	$12,386	$11,408	1				
205 SECRETARY										
UNDER $50 MILLION	10	$10,920	$9,639	$12,802	$10,335	2				
$50 TO $99 MILLION	17	$12,019	$9,860	$14,086	$12,150	3				
$100 TO $249 MILLION	14	$12,381	$10,107	$16,134	$12,420	5				
$250 TO $499 MILLION	6	$13,029	$10,304	$14,822	$13,331	11				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	52	$12,195	$10,137	$14,932	$12,075	8				

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	14	$14,290	$12,709	$15,773	$14,068	1				
$50 TO $99 MILLION	19	$16,457	$13,262	$18,884	$15,350	2				
$100 TO $249 MILLION	14	$15,683	$12,919	$19,253	$15,517	2				
$250 TO $499 MILLION	5	$16,909	$12,131	$19,700	$16,032	5				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	57	$15,905	$13,020	$19,047	$15,600	3				
207 LEGAL SECRETARY										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$12,306	$10,157	$14,053	$12,200	2				
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$14,258	$11,278	$17,107	$14,112	2				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	18	$9,984	$8,904	$12,588	$9,650	7				
$50 TO $99 MILLION	20	$10,795	$8,767	$13,403	$10,758	13				
$100 TO $249 MILLION	16	$10,603	$8,668	$13,784	$10,541	22				
$250 TO $499 MILLION	6	$10,755	$9,064	$13,579	$10,656	46				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	65	$10,604	$8,941	$13,482	$10,699	26				
209 HEAD TELLER										
UNDER $50 MILLION	14	$13,263 *	$10,217	$12,988	$13,017 *	2				
$50 TO $99 MILLION	21	$14,285	$11,579	$16,126	$13,542	2				
$100 TO $249 MILLION	15	$13,872	$11,745	$17,559	$14,103	5				
$250 TO $499 MILLION	6	$13,499	$11,592	$16,432	$13,370	11				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	60	$13,925	$11,434	$16,289	$13,600	7				

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	10	$34,950	$29,750	$47,150	$33,850	1	45	14	8	10
$50 TO $99 MILLION	13	$41,862	$29,635	$50,465	$42,300	1	48	12	9	14
$100 TO $249 MILLION	12	$45,352	$30,290	$49,496	$45,104	1	44	10	6	6
$250 TO $499 MILLION	5	$44,814	$26,957	$48,434	$41,196	1	45	20	6	18
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	46	$43,200	$30,262	$50,658	$42,630	2	45	13	7	11
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	5	$29,300 *	$35,850	$42,950	$34,000 *	1	38	10	5	2
$50 TO $99 MILLION	7	$30,443	$20,833	$34,333	$30,000	2	37	15	8	4
$100 TO $249 MILLION	12	$29,681	$20,945	$33,200	$28,600	2	40	8	3	2
$250 TO $499 MILLION	6	$32,233	$28,694	$42,093	$28,960	2	43	12	5	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	36	$30,780	$25,017	$37,828	$29,902	3	38	10	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$28,440	$20,600	$31,800	$26,850	1	39	11	7	4
$100 TO $249 MILLION	7	$36,027	$28,413	$43,946	$37,355	1	49	13	6	34
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	$32,431	$25,148	$38,000	$32,725	1	43	11	6	12
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	8	$22,038	$20,250	$31,450	$21,500	1	38	5	3	4
$50 TO $99 MILLION	14	$23,645	$17,709	$26,783	$22,550	2	39	9	6	6
$100 TO $249 MILLION	15	$21,660	$16,145	$28,197	$21,600	2	38	11	5	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	43	$23,540	$17,733	$28,459	$22,296	3	38	9	5	4
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	$39,265	$30,570	$44,709	$43,100	1	45	11	8	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$20,357	$18,000	$25,000	$17,820 *	1	36	10	4	6
$100 TO $249 MILLION	9	$22,719	$18,949	$30,368	$20,568	1	35	8	4	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	$23,609	$22,213	$31,617	$23,750	2	37	9	4	3
307 TRUST ACCOUNT ADMINISTRATOR										
$50 TO $99 MILLION	5	$19,300	$16,033	$21,833	$18,000	1	43	12	6	1
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$27,703	$21,028	$33,582	$22,050	1	40	11	5	5
308 CORPORATE TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	$35,681	$27,541	$43,764	$31,764	2	41	8	3	3
309 PERSONAL TRUST OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$33,907	$20,890	$35,204	$36,987 *	2	44	16	6	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	17	$29,958	$22,833	$38,756	$30,000	2	40	12	5	2
310 STAFF ATTORNEY										
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1987

311 INTERNAL AUDITOR

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$21,175	$17,003	$30,788	$18,660	1	36	12	4	2
$100 TO $249 MILLION	11	$23,717	$18,080	$30,754	$24,000	1	43	8	4	1
$250 TO $499 MILLION	5	$23,812	$20,793	$29,392	$23,000	1	38	7	2	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	$23,718	$19,420	$31,109	$23,000	2	39	9	4	2

312 LOAN REVIEW OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$24,582	$19,526	$34,050	$21,975	1	37	8	2	43
$100 TO $249 MILLION	7	$23,279	$15,987	$24,624	$21,500	1	43	8	3	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	31	$27,088	$21,913	$34,687	$23,600	1	39	9	3	8

313 BUSINESS DEVELOPMENT OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	16	$28,831	$24,493	$39,933	$28,868	2	43	10	4	2

314 SYSTEMS ANALYST

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$28,714	$18,733	$30,867	$28,844	5	34	7	4	2

315 SR COMPUTER PROGRAMMER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	$27,545	$19,573	$31,160	$24,930	6	35	10	7	5

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	12	$20,066	$16,018	$25,545	$20,202	4	28	4	3	2
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	$16,343	$12,925	$18,446	$14,950	3	32	7	4	3
318 COMPUTER OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$10,709	$9,870	$13,422	$10,525	2	27	3	2	2
$100 TO $249 MILLION	10	$11,324	$9,255	$13,579	$10,945	2	31	7	4	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	28	$11,999	$10,457	$15,179	$12,112	3	30	6	3	2
319 STAFF APPRAISER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$17,514	$11,803	$20,967	$17,250	2	42	6	4	
$100 TO $249 MILLION	11	$15,814	$11,520	$17,538	$15,763	2	39	7	5	
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	30	$16,042	$12,228	$25,846	$15,447	4	39	6	4	

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$14,187	$11,424	$17,710	$12,846	1	33	5	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	16	$16,145	$13,021	$19,533	$15,500	1	33	8	3	
322 EMPLOYMENT INTERVIEWER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	$21,111	$16,905	$26,629	$21,600	1	43	10	5	12
323 ASST BRANCH MANAGER(LARGE +31)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$17,192	$15,267	$22,852	$17,760	2	41	15	4	10
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$20,557	$18,036	$27,224	$21,000	6	38	12	4	10
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$19,498	$15,463	$24,569	$18,500	2	35	10	5	6
$100 TO $249 MILLION	6	$17,045	$14,130	$22,452	$18,433	2	41	14	3	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	22	$18,597	$15,088	$22,116	$18,333	2	37	10	4	6

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$21,784	$14,810	$22,210	$18,100	1	31	5	4	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	$22,368	$17,633	$25,511	$22,300	2	31	6	3	3
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$14,892	$13,744	$17,315	$14,850	2	27	2	1	2
$100 TO $249 MILLION	6	$15,155	$12,467	$18,233	$14,590	1	26	2	1	
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$15,713	$13,519	$18,558	$15,074	3	26	2	1	2
328 OFFICER TRAINEE (M.A.)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	11	$24,850	$19,926	$33,078	$23,670	1	39	10	3	
330 NEW ACCOUNTS OFFICER										
$50 TO $99 MILLION	7	$16,681	$12,343	$18,882	$15,660	1	46	14	7	5
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$18,169	$14,523	$22,301	$18,500	2	44	15	6	6

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	19	$52,728	$43,818	$57,018	$52,683	1	47	18	11	20
$50 TO $99 MILLION	22	$73,460	$49,743	$76,314	$65,150	1	54	19	10	38
$100 TO $249 MILLION	16	$87,126	$53,019	$101,630	$89,000	1	53	21	10	88
$250 TO $499 MILLION	5	$119,560	$99,250	$152,633	$126,000	1	53	20	8	199
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	66	$83,224	$65,218	$106,180	$67,300	1	52	19	10	127
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	9	$41,414	$40,000	$60,000	$42,000	1	45	12	6	10
$50 TO $99 MILLION	13	$51,790	$41,000	$71,000	$52,325	1	46	18	7	34
$100 TO $249 MILLION	9	$64,748	$46,488	$84,000	$61,000	1	48	13	6	82
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	$67,993	$67,427	$111,157	$57,784 *	1	48	16	6	152
403 CHIEF FINANCIAL OFFICER										
$50 TO $99 MILLION	7	$39,750	$34,406	$54,146	$38,500	1	38	9	3	19
$100 TO $249 MILLION	7	$41,084	$35,260	$52,900	$42,200	1	48	13	7	25
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$47,484	$39,222	$62,845	$43,000	1	43	13	7	109
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	8	$31,578	$31,033	$44,300	$28,300 *	1	41	16	7	13
$50 TO $99 MILLION	11	$35,640	$24,740	$36,429	$34,200	1	41	13	4	15
$100 TO $249 MILLION	12	$40,952	$29,591	$51,794	$39,500	1	43	11	5	24
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$39,277	$33,329	$52,895	$36,132	1	43	15	6	39
405 OPERATIONS OFFICER										
UNDER $50 MILLION	7	$19,843	$17,300	$22,050	$16,800 *	1	41	12	5	9
$50 TO $99 MILLION	8	$23,270	$18,500	$30,333	$23,150	1	47	21	5	15
$100 TO $249 MILLION	10	$22,720	$18,340	$30,791	$23,296	2	40	15	5	13
$250 TO $499 MILLION	5	$25,586	$22,350	$35,900	$23,346	5	42	17	7	21
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	35	$26,477	$22,360	$35,793	$23,400	2	42	17	6	30

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$27,459	$18,100	$31,261	$22,000	1	45	16	6	19
$100 TO $249 MILLION	10	$28,421	$23,364	$35,790	$29,040	1	43	15	5	5
$250 TO $499 MILLION	6	$36,902	$28,407	$48,503	$32,580	1	44	13	7	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	33	$34,054	$27,203	$43,632	$30,000	1	46	14	6	10
407 MARKETING OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$31,611	$27,937	$47,764	$24,000 *	1	45	11	5	3
$100 TO $249 MILLION	12	$30,438	$21,915	$35,035	$29,300	1	39	9	3	3
$250 TO $499 MILLION	5	$40,360	$28,530	$45,412	$42,000	1	45	13	6	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	30	$34,779	$28,196	$44,719	$30,000	1	40	11	5	5
408 CONTROLLER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$30,181	$23,737	$39,224	$29,750	1	38	9	4	4
$250 TO $499 MILLION	6	$42,785	$32,979	$52,490	$39,180	1	38	9	5	7
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	$34,830	$27,961	$45,221	$33,150	1	38	9	5	8
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$19,212	$16,000	$25,000	$20,900	1	42	19	7	6
$100 TO $249 MILLION	6	$25,551	$23,657	$32,785	$25,750	1	49	23	4	4
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$26,373	$24,804	$37,455	$21,660 *	1	44	19	5	5
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$30,226	$24,143	$37,990	$30,720	1	46	18	2	36
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$45,117	$38,007	$59,739	$38,000 *	1	45	16	5	107

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$40,388	$31,880	$51,220	$37,111	5	44	11	4	32
412 BRANCH MANAGER (MEDIUM 10-30)										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$29,527	$20,427	$33,720	$31,852	2	45	15	7	12
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$29,146	$23,116	$36,856	$29,500	5	44	14	6	12
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	11	$29,034 *	$21,454	$25,151	$28,000 *	2	37	7	5	4
$50 TO $99 MILLION	14	$23,035	$20,068	$30,646	$20,150	2	39	10	5	5
$100 TO $249 MILLION	12	$22,963	$17,307	$29,444	$21,778	3	44	14	6	6
$250 TO $499 MILLION	6	$24,887	$21,240	$35,140	$24,882	8	41	16	4	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	48	$24,652	$19,633	$30,207	$22,983	4	41	11	5	5
414 DATA PROCESSING DIRECTOR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$32,925 *	$22,200	$32,400	$33,750 *	1	36	9	7	16
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$39,829	$34,392	$55,463	$36,000	1	40	12	6	61
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$22,381	$18,027	$25,294	$23,300	1	35	7	5	5
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$24,187	$22,284	$32,828	$21,100 *	1	37	7	4	9

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	6	$41,596	$32,800	$51,325	$44,213	1	37	14	5	15
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$19,178	$13,050	$19,790	$20,464 *	1	30	7	3	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$21,518	$16,891	$26,842	$21,000	1	33	10	4	10
418 PURCHASING MANAGER										
$50 TO $99 MILLION	6	$17,962	$13,015	$21,489	$17,730	1	45	15	5	12
$100 TO $249 MILLION	7	$15,764	$12,707	$17,681	$14,200	1	32	6	3	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$21,660	$18,263	$27,082	$18,650	1	39	13	5	7
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$22,040	$19,000	$29,000	$23,220	1	40	18	9	4
$100 TO $249 MILLION	6	$24,897	$17,600	$27,380	$21,700	1	34	5	2	6
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$28,293	$22,517	$34,802	$23,880	1	37	11	6	10
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$28,362	$21,206	$33,733	$33,000	1	40	8	3	10
$250 TO $499 MILLION	5	$39,682	$30,837	$49,113	$31,650	2	44	12	7	10
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$31,915	$28,439	$44,023	$31,375	1	43	14	6	14

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GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$29,522	$22,000	$35,150	$26,316	1	36	9	4	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	17	$34,835	$28,706	$43,856	$30,000	1	40	10	4	5
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$28,570	$19,015	$33,823	$31,000	1	47	11	7	6
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$49,456	$45,168	$76,281	$49,000	1	45	15	7	53
423 SR TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$38,421	$28,380	$48,000	$37,450	1	51	14	10	4
$100 TO $249 MILLION	7	$41,143	$30,999	$50,285	$42,490	1	50	22	9	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	$48,603	$38,186	$60,471	$45,527	1	50	18	9	13
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$27,653	$18,693	$27,793	$20,750	1	46	18	7	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	17	$32,154	$25,797	$39,656	$28,500	1	42	13	6	9
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

GEOGRAPHIC REGION VI RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$37,810	$30,400	$51,900	$37,500	1	41	21	9	5
427 PAYROLL SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$19,657	$18,360	$28,840	$21,500	1	45	14	5	4
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$33,854	$28,046	$43,035	$32,911	1	40	11	6	12
429 SECURITY MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	12	$32,600	$22,680	$36,555	$31,349	1	45	11	6	8
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$19,420	$15,055	$22,605	$19,700	1	43	6	4	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	$22,896	$18,567	$28,069	$21,014	1	41	7	4	6

GEOGRAPHIC REGION VI RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
431 TRAINING DIRECTOR	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	11	$27,535	$20,618	$32,350	$22,400	1	41	8	3	10
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$28,620	$20,367	$32,667	$32,800 *	1	40	14	4	7
433 SR BUSINESS DEVELOPMENT OFFICE										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	$44,745	$32,200	$51,300	$43,474	1	48	15	6	9
434 SR INTERNATIONAL BANKING OFFIC										
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	$55,458	$48,173	$75,559	$52,500	1	45	15	7	22

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GEOGRAPHIC REGION VI RESULTS -- 1987

436 SR CORRESPONDENT BANKING OFFIC

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

Region VII West-North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	9	$9,631	$9,374	$12,661	$8,683 *	4				
$50 TO $99 MILLION	25	$9,943	$8,801	$12,208	$9,686	2				
$100 TO $249 MILLION	28	$9,974	$8,734	$12,817	$10,022	3				
$250 TO $499 MILLION	6	$9,372	$8,388	$12,967	$9,293	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	73	$9,877	$8,791	$12,649	$9,609	4				
102 GENERAL CLERK										
UNDER $50 MILLION	19	$11,362	$8,479	$12,756	$11,980	2				
$50 TO $99 MILLION	31	$11,893	$9,731	$13,945	$11,752	3				
$100 TO $249 MILLION	33	$11,932	$9,779	$14,681	$12,248	8				
$250 TO $499 MILLION	8	$12,100	$9,257	$14,066	$11,315	10				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	94	$11,776	$9,583	$14,192	$11,764	6				
103 CLERK TYPIST										
UNDER $50 MILLION	12	$12,643	$11,097	$14,335	$12,550	2				
$50 TO $99 MILLION	12	$11,371	$9,883	$14,268	$11,255	2				
$100 TO $249 MILLION	15	$11,774	$9,558	$14,418	$11,419	2				
$250 TO $499 MILLION	5	$11,394	$10,002	$13,983	$11,340	4				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	45	$11,838	$10,073	$14,349	$11,426	2				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	14	$12,517	$10,545	$13,392	$12,480	2				
$50 TO $99 MILLION	21	$11,598	$9,460	$13,572	$11,500	2				
$100 TO $249 MILLION	31	$12,052	$10,186	$15,339	$11,899	3				
$250 TO $499 MILLION	8	$10,873	$9,390	$14,176	$11,077	4				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	78	$11,873	$9,974	$14,512	$11,766	3				
105 MAIL CLERK										
UNDER $50 MILLION	5	$9,580 *	$9,684	$13,335	$8,565 *	1				
$50 TO $99 MILLION	5	$9,800	$9,285	$11,881	$9,110 *	1				
$100 TO $249 MILLION	17	$9,281	$8,231	$11,763	$8,920	1				
$250 TO $499 MILLION	7	$10,316	$8,383	$12,514	$10,215	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	39	$9,834	$8,654	$12,343	$9,600	1				

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	21	$14,308	$12,195	$16,789	$13,586	3				
$50 TO $99 MILLION	25	$14,623	$12,082	$16,772	$14,000	1				
$100 TO $249 MILLION	22	$14,974	$12,164	$17,594	$14,730	2				
$250 TO $499 MILLION	7	$15,581	$12,434	$18,694	$15,336	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	78	$14,788	$12,144	$17,433	$14,742	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	18	$11,245	$9,936	$12,130	$11,160	2				
$50 TO $99 MILLION	36	$12,153	$9,534	$13,796	$12,259	2				
$100 TO $249 MILLION	42	$13,052	$10,092	$14,942	$12,943	4				
$250 TO $499 MILLION	8	$12,942	$10,363	$15,878	$12,578	5				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	109	$12,438	$9,976	$14,466	$12,476	3				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	36	$11,584	$9,458	$12,745	$11,973	1				
$50 TO $99 MILLION	53	$11,328	$9,485	$13,252	$11,501	2				
$100 TO $249 MILLION	47	$11,204	$9,696	$14,501	$11,520	4				
$250 TO $499 MILLION	7	$10,870	$9,176	$13,846	$10,506	8				
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	147	$11,317	$9,548	$13,798	$11,440	3				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$11,221	$9,596	$13,075	$11,281	1				
$100 TO $249 MILLION	19	$12,772	$10,436	$15,517	$12,518	1				
$250 TO $499 MILLION	5	$12,862	$10,673	$16,351	$12,000	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	36	$12,348	$10,443	$15,436	$12,190	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	15	$11,887	$9,189	$12,638	$12,800 *	2				
$50 TO $99 MILLION	10	$11,088	$9,422	$11,571	$10,857	2				
$100 TO $249 MILLION	5	$12,091	$11,557	$16,477	$12,549	2				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	31	$11,627	$9,815	$13,259	$11,940	2				

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GEOGRAPHIC REGION VII RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$13,487	$10,877	$15,771	$14,400	2				
$100 TO $249 MILLION	17	$15,171 *	$9,942	$14,601	$13,518	1				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	39	$13,943	$10,306	$15,091	$13,035	2				
112 CUSTODIAN										
UNDER $50 MILLION	15	$10,921	$9,046	$12,121	$11,000	2				
$50 TO $99 MILLION	15	$12,202	$8,530	$13,904	$11,242	2				
$100 TO $249 MILLION	19	$11,930	$8,740	$12,589	$10,900	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	53	$11,624	$8,574	$12,911	$10,927	2				
113 MESSENGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$11,239	$9,058	$13,493	$10,982	2				
$100 TO $249 MILLION	20	$10,665	$9,004	$12,473	$10,356	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	41	$10,912	$8,932	$12,917	$10,428	2				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$15,065 *	$10,450	$12,990	$15,625 *	6				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	15	$13,474	$9,907	$14,365	$12,619	6				

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	24	$12,479	$9,613	$13,533	$12,006	1				
$100 TO $249 MILLION	45	$12,485	$10,053	$14,679	$12,518	1				
$250 TO $499 MILLION	8	$12,707	$9,567	$14,145	$12,246	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	83	$12,446	$9,791	$14,175	$12,275	1				
202 RECEPTIONIST										
UNDER $50 MILLION	13	$11,276	$10,954	$13,737	$11,395	1				
$50 TO $99 MILLION	36	$11,108	$9,565	$13,109	$10,582	1				
$100 TO $249 MILLION	19	$11,034	$9,951	$14,413	$10,750	2				
$250 TO $499 MILLION	5	$11,570	$9,804	$14,748	$11,784	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	78	$11,150	$9,783	$13,759	$10,958	2				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	21	$13,882	$11,372	$14,858	$13,520	2				
$50 TO $99 MILLION	44	$13,195	$10,589	$15,769	$13,000	3				
$100 TO $249 MILLION	47	$13,432	$11,086	$16,572	$13,500	4				
$250 TO $499 MILLION	8	$14,331	$11,652	$17,665	$13,505	5				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	125	$13,526	$11,017	$16,298	$13,312	4				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	24	$11,125	$9,374	$13,066	$11,500	1				
$100 TO $249 MILLION	42	$11,446	$9,421	$13,828	$11,585	1				
$250 TO $499 MILLION	8	$10,777	$9,399	$13,742	$10,800	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	82	$11,322	$9,403	$13,618	$11,480	1				
205 SECRETARY										
UNDER $50 MILLION	35	$12,453	$11,274	$15,528	$12,526	3				
$50 TO $99 MILLION	47	$13,775	$10,393	$14,662	$12,782	2				
$100 TO $249 MILLION	41	$13,640	$10,737	$16,465	$13,557	5				
$250 TO $499 MILLION	8	$13,459	$10,819	$16,054	$12,711	6				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	136	$13,352	$10,687	$15,617	$13,000	4				

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	28	$15,658	$11,781	$16,580	$16,380	1				
$50 TO $99 MILLION	42	$16,274	$12,869	$18,926	$15,891	1				
$100 TO $249 MILLION	40	$16,734	$12,546	$18,638	$16,305	2				
$250 TO $499 MILLION	8	$18,131	$14,336	$22,149	$18,448	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	123	$16,558	$12,795	$18,939	$16,395	2				
207 LEGAL SECRETARY										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$13,267	$9,744	$15,627	$13,202	5				
$100 TO $249 MILLION	5	$14,933	$12,143	$19,671	$14,000	2				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	$14,798	$11,847	$17,498	$14,000	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	49	$11,541	$8,897	$12,331	$10,986	4				
$50 TO $99 MILLION	54	$11,020	$9,395	$14,141	$10,768	11				
$100 TO $249 MILLION	47	$11,460	$9,667	$14,930	$11,506	19				
$250 TO $499 MILLION	8	$11,116	$9,640	$14,572	$11,255	22				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	164	$11,280	$9,450	$14,219	$11,118	12				
209 HEAD TELLER										
UNDER $50 MILLION	45	$15,090	$11,491	$15,312	$14,898	1				
$50 TO $99 MILLION	48	$15,203	$12,648	$18,269	$14,195	2				
$100 TO $249 MILLION	41	$15,115	$12,468	$18,227	$15,059	2				
$250 TO $499 MILLION	7	$14,900	$11,586	$17,366	$13,822	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	145	$15,145	$12,337	$17,870	$14,660	2				

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	33	$36,444	$31,420	$44,338	$35,125	1	43	10	5	4
$50 TO $99 MILLION	31	$41,118	$30,880	$42,084	$41,880	1	39	9	5	5
$100 TO $249 MILLION	41	$46,057	$31,947	$49,163	$43,602	2	41	10	5	5
$250 TO $499 MILLION	6	$47,861	$35,684	$55,461	$44,250	2	36	5	4	8
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	114	$42,175	$32,260	$47,625	$41,880	2	41	9	5	5
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	28	$27,544	$23,798	$33,478	$28,613	1	36	5	4	4
$50 TO $99 MILLION	37	$30,909	$24,839	$37,321	$29,875	2	35	7	4	2
$100 TO $249 MILLION	44	$32,364	$24,660	$36,279	$32,075	2	36	6	3	5
$250 TO $499 MILLION	7	$31,441	$21,292	$33,094	$30,300	2	32	4	3	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	119	$30,590	$24,193	$35,761	$30,550	2	35	6	3	4
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	10	$31,235	$22,080	$33,120	$33,500 *	1	43	11	4	3
$50 TO $99 MILLION	29	$32,966	$23,115	$34,473	$32,300	1	40	11	5	3
$100 TO $249 MILLION	31	$35,042	$24,522	$37,386	$34,200	1	45	15	7	5
$250 TO $499 MILLION	6	$37,387	$26,315	$41,708	$36,660	2	51	16	8	6
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	79	$34,747	$25,129	$38,203	$34,000	1	44	13	6	5
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	23	$23,088	$17,000	$24,500	$21,900	1	40	8	3	5
$50 TO $99 MILLION	47	$22,887	$18,251	$27,889	$22,225	2	34	7	4	2
$100 TO $249 MILLION	42	$23,494	$18,790	$29,709	$22,380	2	39	9	5	2
$250 TO $499 MILLION	7	$24,342	$18,837	$31,300	$22,950	4	41	16	8	5
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	122	$23,320	$18,583	$28,926	$22,380	2	38	8	4	3
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	7	$28,254	$24,050	$33,810	$29,520	1	42	12	2	5
$50 TO $99 MILLION	9	$32,048	$26,280	$38,320	$31,500	1	41	11	6	4
$100 TO $249 MILLION	16	$34,790	$31,611	$47,011	$36,998	1	44	16	7	3
$250 TO $499 MILLION	7	$46,550	$34,761	$52,677	$44,000	1	42	10	4	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	42	$35,438	$30,740	$45,578	$35,248	1	42	13	5	5

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	9	$24,736	$19,925	$26,750	$24,000	1	42	9	3	2
$50 TO $99 MILLION	16	$24,885	$19,555	$29,727	$24,267	1	36	5	2	3
$100 TO $249 MILLION	29	$26,610	$18,798	$29,867	$25,425	1	37	6	3	2
$250 TO $499 MILLION	6	$27,642	$22,890	$35,396	$27,100	2	38	8	4	7
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	63	$25,819	$19,873	$30,748	$24,450	1	37	7	3	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,668 *	$35,000	$45,000	$17,500 *	1	41	10	4	2
$100 TO $249 MILLION	16	$28,009	$21,590	$33,356	$27,450	2	42	9	6	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	26	$28,875	$24,830	$37,395	$27,450	1	41	9	5	5
308 CORPORATE TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$34,224	$23,337	$37,655	$35,400	1	42	11	6	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	17	$32,482	$25,749	$41,569	$34,652	2	41	10	5	2
309 PERSONAL TRUST OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$22,174	$18,000	$32,500	$20,700	1	50	9	5	1
$100 TO $249 MILLION	24	$27,626	$20,922	$34,135	$27,496	1	42	11	6	2
$250 TO $499 MILLION	6	$26,892	$21,963	$35,162	$25,350	2	45	16	4	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	40	$27,102	$21,515	$34,635	$25,709	2	44	12	5	2
310 STAFF ATTORNEY										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$49,250	$37,555	$59,943	$47,000	1	39	7	7	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$42,273	$39,929	$62,626	$45,900	1	37	5	5	2

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	21	$20,874	$15,167	$23,611	$20,500	1	36	11	3	2
$100 TO $249 MILLION	30	$22,574	$18,741	$29,718	$22,000	1	36	8	4	2
$250 TO $499 MILLION	6	$23,087	$20,545	$32,148	$16,770 *	1	33	7	4	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	64	$22,856	$17,904	$27,909	$20,940	1	36	9	3	4
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	13	$27,221	$23,215	$35,452	$27,700	1	36	5	2	3
$100 TO $249 MILLION	25	$27,743	$21,203	$32,272	$26,600	1	37	4	2	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	$28,257	$22,944	$34,863	$27,850	1	37	5	2	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$28,968 *	$19,630	$28,057	$27,050	1	43	11	7	5
$100 TO $249 MILLION	12	$30,566	$20,988	$33,153	$26,800	1	53	15	5	
$250 TO $499 MILLION	5	$29,825	$21,579	$32,328	$29,351	1	38	6	2	1
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	31	$30,306	$21,333	$33,178	$29,328	2	47	11	5	2
314 SYSTEMS ANALYST										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$32,991	$23,598	$36,070	$34,322	1	36	5	4	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$32,314	$23,357	$35,941	$34,300	2	35	8	4	3
315 SR COMPUTER PROGRAMMER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$29,516	$23,622	$36,092	$29,932	2	39	6	5	5
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$28,395	$22,945	$35,474	$29,600	3	38	8	6	5

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$24,049	$17,464	$28,371	$21,237	3	34	7	5	
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	18	$21,496	$17,773	$28,546	$21,132	4	32	6	4	
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	5	$15,802			$14,528	1	44	16	6	2
$50 TO $99 MILLION	6	$16,404	$12,678	$18,833	$16,933	1	30	7	4	3
$100 TO $249 MILLION	10	$16,497	$14,106	$20,946	$16,741	2	33	6	3	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$16,629	$13,748	$20,641	$16,341	2	34	9	4	3
318 COMPUTER OPERATOR										
UNDER $50 MILLION	7	$13,265	$10,000	$14,000	$12,720	2	37	7	5	1
$50 TO $99 MILLION	16	$13,090	$10,409	$15,333	$12,846	1	29	4	2	1
$100 TO $249 MILLION	17	$13,643	$11,543	$17,161	$13,076	4	31	5	3	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	46	$13,494	$11,172	$16,617	$12,994	3	32	6	3	1
319 STAFF APPRAISER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$17,737	$14,710	$21,384	$15,700	1	33	6	1	4
$100 TO $249 MILLION	20	$18,823	$14,364	$20,557	$17,354	1	42	5	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	39	$18,473	$14,561	$21,194	$16,900	2	37	5	3	2

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$16,688	$14,979	$21,770	$17,035	1	34	7	3	
$250 TO $499 MILLION	5	$17,156	$14,887	$22,328	$14,700 *	1	29	5	1	2
ALL BANKS	21	$16,360	$14,416	$21,262	$16,100	1	32	7	3	2
322 EMPLOYMENT INTERVIEWER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$23,884	$18,525	$27,727	$24,925	1	36	7	3	2
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,030			$20,000	2	32	7	4	10
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$19,055	$14,170	$21,885	$19,810	2	39	12	5	9
325 ASST BRANCH MANAGER(SMALL 10)										
$50 TO $99 MILLION	9	$15,791	$12,655	$18,010	$14,775	1	38	8	4	4
$100 TO $249 MILLION	12	$17,219	$13,753	$21,756	$16,639	2	36	11	3	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	25	$16,055	$13,078	$19,787	$15,607	1	36	9	3	5

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$22,367	$17,752	$27,328	$21,500	1	31	4	2	2
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$22,787	$17,942	$28,425	$21,950	2	35	9	4	5
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	5	$16,400	$14,750	$21,000	$15,000	1	24	3	2	3
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$17,667	$14,033	$20,778	$17,168	2	25	1	1	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	21	$17,247	$14,659	$21,292	$17,350	2	25	2	1	2
328 OFFICER TRAINEE (M.A.)										
ALL BANKS		INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$23,084	$21,444	$31,866	$23,500	1	38	7	2	1
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	9	$19,957	$17,333	$26,000	$20,500	1	45	16	8	6
$50 TO $99 MILLION	20	$18,912	$16,132	$24,718	$19,350	2	41	11	4	4
$100 TO $249 MILLION	23	$22,039	$16,412	$27,650	$21,551	1	46	17	6	6
$250 TO $499 MILLION	5	$21,972	$17,390	$27,890	$22,620	2	46	20	6	7
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	60	$20,921	$17,044	$27,331	$20,449	2	44	15	6	5

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
401 CHIEF EXECUTIVE OFFICER			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	59	$51,362	$48,808	$72,081	$49,500	1	48	15	7	11
$50 TO $99 MILLION	55	$70,041	$53,048	$80,709	$66,863	1	49	16	8	26
$100 TO $249 MILLION	47	$96,808	$74,428	$121,019	$90,840	1	50	15	7	44
$250 TO $499 MILLION	8	$109,413	$99,041	$150,579	$112,500	1	50	15	7	166
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	172	$75,565	$68,578	$106,264	$69,000	1	49	15	8	61
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	16	$39,907	$36,000	$55,000	$38,750	1	45	18	7	9
$50 TO $99 MILLION	26	$54,572	$39,715	$58,713	$54,280	1	46	15	7	17
$100 TO $249 MILLION	31	$68,632	$53,663	$86,991	$62,200	1	45	13	5	26
$250 TO $499 MILLION	7	$74,814	$51,210	$80,690	$70,000	1	50	27	6	76
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	82	$60,157	$50,063	$78,456	$56,500	1	46	15	6	27
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	9	$31,789	$27,100	$39,150	$31,999	1	41	8	4	9
$50 TO $99 MILLION	12	$42,528	$32,899	$48,732	$40,750	1	42	11	9	13
$100 TO $249 MILLION	22	$47,072	$36,249	$58,544	$45,300	1	39	9	4	15
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	49	$45,660	$36,657	$56,992	$42,900	1	41	10	6	14
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	27	$31,020	$26,922	$35,462	$30,069	2	41	8	5	7
$50 TO $99 MILLION	37	$35,726	$29,561	$43,301	$35,220	1	39	9	4	17
$100 TO $249 MILLION	32	$40,435	$33,721	$51,631	$41,750	1	45	17	6	22
$250 TO $499 MILLION *	7	$52,450	$38,983	$59,519	$48,700	1	43	16	6	70
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	106	$38,402	$33,709	$50,194	$35,505	7	42	12	5	28
405 OPERATIONS OFFICER										
UNDER $50 MILLION	31	$19,531	$16,972	$24,880	$18,300	1	41	14	6	7
$50 TO $99 MILLION	41	$23,631	$19,171	$28,060	$21,000	1	42	16	6	11
$100 TO $249 MILLION	40	$25,435	$20,951	$33,319	$25,494	2	40	12	5	16
$250 TO $499 MILLION	6	$34,886	$23,213	$39,268	$31,800	2	42	15	5	50
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	120	$24,383	$20,870	$32,202	$22,173	1	41	15	5	17

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	6	$37,115 *	$41,600	$67,250	$31,875 *	1	42	11	5	13
$50 TO $99 MILLION	23	$25,346	$21,029	$31,229	$23,650	1	42	13	6	16
$100 TO $249 MILLION	39	$27,630	$24,526	$38,505	$26,850	1	44	10	5	3
$250 TO $499 MILLION	7	$37,050	$31,462	$49,272	$36,000	1	44	16	7	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	79	$30,443	$27,165	$42,080	$28,100	1	43	12	6	9
407 MARKETING OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	22	$27,088	$24,614	$36,528	$23,964 *	1	40	10	4	3
$100 TO $249 MILLION	33	$32,073	$26,509	$42,453	$34,030	1	43	9	4	6
$250 TO $499 MILLION	6	$43,133	$29,264	$45,886	$41,800	1	43	10	5	4
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	66	$32,242	$26,632	$41,357	$31,600	1	42	10	4	6
408 CONTROLLER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$30,143	$19,708	$30,275	$29,150	1	37	12	3	3
$100 TO $249 MILLION	19	$38,444	$31,334	$47,052	$33,163	1	41	12	7	5
$250 TO $499 MILLION	5	$35,650	$28,807	$44,140	$34,000	1	35	7	4	7
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	42	$38,112	$29,554	$44,695	$34,452	1	39	13	5	7
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	5	$21,300			$22,250	1	38	17	6	3
$50 TO $99 MILLION	13	$17,317	$14,783	$21,888	$17,250	1	44	16	8	5
$100 TO $249 MILLION	18	$22,835	$17,876	$27,634	$22,452	1	37	11	4	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	40	$21,789	$17,961	$27,255	$20,642	1	39	13	5	5
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$34,146	$26,265	$42,334	$31,400	1	42	10	4	17
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	14	$38,925	$30,367	$47,444	$36,250	1	40	12	4	25

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNT OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$42,032	$28,732	$56,393	$33,817	2	44	11	5	30
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$29,694	$29,130	$40,315	$32,250	1	36	7	4	9
$100 TO $249 MILLION	17	$31,452	$22,637	$34,998	$27,954	2	44	13	4	12
$250 TO $499 MILLION	5	$30,036	$22,750	$35,830	$30,575	2	45	16	5	23
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	35	$31,086	$24,762	$38,951	$28,000	2	42	12	4	14
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	9	$19,706			$18,500	2	41	11	3	3
$50 TO $99 MILLION	28	$20,788	$19,804	$28,286	$18,350 *	1	39	11	4	5
$100 TO $249 MILLION	25	$23,183	$20,467	$32,070	$22,455	2	44	13	5	6
$250 TO $499 MILLION	5	$24,038	$19 230	$28,000	$22,400	1	41	10	3	8
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	70	$22,743	$20,844	$31,107	$21,677	2	42	12	4	5
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$31,208			$28,500	1	40	6	2	3
$100 TO $249 MILLION	13	$41,284	$29,566	$45,881	$42,100	1	45	14	10	21
$250 TO $499 MILLION	5	$37,810	$26,258	$42,804	$33,000	1	39	15	8	30
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	$40,004	$30,492	$47,405	$35,497	1	42	12	7	30
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$26,395 *	$30,750	$47,352	$21,312 *	1	37	12	6	27

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GEOGRAPHIC REGION VII RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$45,527	$35,683	$54,183	$40,992	1	44	12	6	29
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$18,686	$15,723	$22,687	$16,632	1	36	7	4	5
$100 TO $249 MILLION	12	$22,142	$17,022	$25,847	$19,950	1	37	12	7	5
$250 TO $499 MILLION	6	$24,282	$19,677	$29,152	$21,697	1	40	11	6	8
ALL BANKS	36	$20,879	$16,962	$25,001	$19,396	1	37	10	5	5
418 PURCHASING MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$24,483	$18,323	$28,462	$21,000	1	46	10	5	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	16	$24,962	$19,086	$28,946	$23,232	1	48	14	6	6
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$33,938 *	$22,080	$30,587	$33,530 *	1	42	8	5	6
$100 TO $249 MILLION	5	$24,924	$20,027	$29,901	$26,430	1	29	5	2	5
$250 TO $499 MILLION	5	$26,932	$22,068	$32,738	$27,300	1	34	7	3	7
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	$28,786	$22,638	$33,110	$27,000	1	35	7	3	7
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$28,638	$22,765	$35,920	$29,700	1	43	11	5	4
$100 TO $249 MILLION	23	$35,233	$27,058	$43,762	$35,150	1	42	10	6	5
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	43	$33,546	$25,593	$40,608	$33,400	1	42	10	5	7

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GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$42,677	$32,804	$53,772	$44,500	1	48	14	6	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$43,371	$34,777	$54,457	$40,500	1	44	11	5	4
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	11	$40,756	$32,911	$49,736	$42,000	1	38	7	5	3
$100 TO $249 MILLION	22	$51,968	$34,300	$56,181	$54,995	1	42	10	4	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	42	$47,850	$34,054	$54,106	$47,250	1	40	9	4	6
423 SR TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	9	$36,754	$26,785	$40,951	$39,000	1	48	10	4	2
$100 TO $249 MILLION	23	$49,651	$36,635	$58,628	$46,905	1	46	9	8	10
$250 TO $499 MILLION	5	$63,960	$48,481	$75,597	$60,400	1	50	18	9	22
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	40	$51,878	$37,034	$58,486	$45,920	1	47	10	7	19
424 TRUST OPERATIONS MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$18,197 *	$18,780	$27,840	$16,500 *	1	38	14	4	2
$100 TO $249 MILLION	15	$27,807	$22,742	$36,231	$22,125 *	1	41	14	6	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$26,735	$24,693	$37,978	$23,542 *	1	40	14	5	6
425 TELEPHONE SUPERVISOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

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GEOGRAPHIC REGION VII RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$19,052	$17,442	$25,727	$19,008	1	40	13	5	4
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$28,166	$21,909	$35,365	$30,560	1	39	10	6	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	$28,158	$23,272	$36,509	$29,120	1	39	10	5	2
429 SECURITY MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$25,114	$19,791	$29,701	$21,000	1	48	9	3	11
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	17	$27,955	$22,314	$33,374	$27,630	1	48	12	6	13
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$24,602	$20,698	$32,582	$22,609	1	37	9	8	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$24,802	$21,415	$32,247	$24,300	1	43	10	5	7

GEOGRAPHIC REGION VII RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $493 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	10	$24,953	$22,035	$33,105	$22,992	1	33	6	3	4
432 EMPLOYMENT MANAGEMENT										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	10	$37,958	$29,694	$44,097	$36,420	1	53	11	7	4
434 SR INTERNATIONAL BANKING OFFIC										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$59,720 *	$37,029	$55,508	$59,100 *	1	42	4	3	27
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$38,230			$39,500	1	43	10	6	2
$100 TO $249 MILLION	14	$42,762	$34,031	$54,497	$39,500	1	48	17	10	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	28	$46,893	$39,114	$61,707	$41,200	1	46	14	8	17

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GEOGRAPHIC REGION VII RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$38,602	$30,281	$48,560	$38,647	1	44	14	7	2
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$44,732	$37,429	$58,349	$40,000	1	43	11	6	5

Region VIII West-South Central

Arkansas
Louisiana
Oklahoma
Texas

GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	20	$10,440	$9,393	$11,427	$10,166	2				
$50 TO $99 MILLION	38	$10,393	$9,101	$12,183	$10,393	3				
$100 TO $249 MILLION	33	$10,402	$8,831	$12,400	$10,420	4				
$250 TO $499 MILLION	12	$10,290	$8,992	$12,664	$10,182	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	107	$10,422	$9,047	$12,341	$10,387	3				
102 GENERAL CLERK										
UNDER $50 MILLION	36	$12,327	$11,485	$14,744	$12,084	2				
$50 TO $99 MILLION	49	$12,925	$10,732	$15,047	$13,188	4				
$100 TO $249 MILLION	39	$11,309	$9,679	$14,121	$11,105	6				
$250 TO $499 MILLION	11	$12,732	$9,802	$14,654	$12,231	10				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	138	$12,303	$10,370	$14,599	$12,301	6				
103 CLERK TYPIST										
UNDER $50 MILLION	7	$12,760	$10,460	$14,538	$12,900	2				
$50 TO $99 MILLION	12	$12,076	$10,127	$14,028	$12,043	2				
$100 TO $249 MILLION	14	$10,994	$10,293	$13,572	$11,094	4				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	41	$11,597	$10,253	$13,855	$11,395	3				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	14	$11,320 *	$12,167	$15,200	$11,385 *	2				
$50 TO $99 MILLION	29	$12,558	$10,654	$14,622	$12,540	2				
$100 TO $249 MILLION	34	$12,744	$10,229	$14,150	$12,060	2				
$250 TO $499 MILLION	11	$12,211	$10,448	$15,244	$12,048	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	92	$12,387	$10,502	$14,556	$12,135	2				
105 MAIL CLERK										
UNDER $50 MILLION	6	$9,843	$7,800	$10,070	$9,070	1				
$50 TO $99 MILLION	13	$10,144	$10,033	$14,312	$10,200	1				
$100 TO $249 MILLION	26	$10,179	$7,994	$11,119	$9,640	1				
$250 TO $499 MILLION	13	$11,728	$9,499	$13,467	$12,300	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	62	$10,468	$8,983	$12,491	$10,242	1				

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	31	$14,749	$13,072	$16,842	$14,000	1				
$50 TO $99 MILLION	27	$16,463	$13,208	$18,625	$16,735	1				
$100 TO $249 MILLION	27	$16,590	$13,160	$18,549	$16,200	2				
$250 TO $499 MILLION	10	$16,714	$13,592	$19,701	$15,480	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	99	$15,931	$13,310	$18,586	$15,550	1				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	39	$12,318	$10,560	$14,521	$11,880	2				
$50 TO $99 MILLION	40	$12,969	$10,729	$15,973	$12,694	2				
$100 TO $249 MILLION	42	$12,965	$10,723	$15,104	$12,745	3				
$250 TO $499 MILLION	12	$13,390	$10,762	$16,149	$13,500	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	137	$12,822	$10,774	$15,404	$12,605	2				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	52	$11,485	$10,227	$13,475	$11,499	1				
$50 TO $99 MILLION	53	$11,458	$9,483	$13,229	$11,284	2				
$100 TO $249 MILLION	49	$11,170	$9,499	$13,601	$11,050	3				
$250 TO $499 MILLION	13	$11,570	$9,610	$14,340	$11,220	4				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	171	$11,385	$9,651	$13,557	$11,238	2				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	17	$12,521	$10,465	$15,363	$11,960	1				
$250 TO $499 MILLION	10	$14,132	$12,113	$17,435	$12,914	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	37	$13,221	$11,165	$16,109	$12,600	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	10	$12,111	$11,287	$14,632	$11,976	3				
$50 TO $99 MILLION	7	$13,359	$11,000	$13,500	$13,850 *	2				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	22	$12,832	$11,461	$14,599	$12,723	3				

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	5	$11,572 *	$7,920	$11,520	$10,560	1				
$50 TO $99 MILLION	9	$12,770	$9,916	$14,142	$12,512	2				
$100 TO $249 MILLION	23	$14,836	$10,498	$14,995	$13,692	1				
$250 TO $499 MILLION	9	$16,985	$11,261	$17,874	$14,400	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	50	$14,498	$10,821	$15,694	$13,356	1				
112 CUSTODIAN										
UNDER $50 MILLION	20	$9,977	$9,720	$14,100	$10,068	1				
$50 TO $99 MILLION	24	$11,713	$9,672	$12,732	$11,142	2				
$100 TO $249 MILLION	18	$11,044	$9,544	$13,174	$10,178	2				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	64	$10,944	$9,499	$13,011	$10,358	2				
113 MESSENGER										
UNDER $50 MILLION	5	$10,393 *	$6,760	$9,360	$9,900 *	1				
$50 TO $99 MILLION	19	$11,207	$9,062	$12,811	$10,824	1				
$100 TO $249 MILLION	23	$10,653	$8,998	$12,250	$10,400	1				
$250 TO $499 MILLION	11	$10,681	$9,084	$13,347	$10,278	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	61	$10,792	$9,034	$12,624	$10,400	1				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$14,968	$10,871	$17,106	$14,292	2				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	14	$13,962	$11,726	$16,846	$13,610	2				

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	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	9	$11,400	$8,333	$12,000	$11,400	1				
$50 TO $99 MILLION	27	$11,747	$9,794	$13,742	$12,064	1				
$100 TO $249 MILLION	42	$12,029	$9,900	$14,319	$12,000	1				
$250 TO $499 MILLION	13	$13,840	$10,518	$15,698	$13,350	1				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	94	$12,211	$10,046	$14,476	$12,096	1				
202 RECEPTIONIST										
UNDER $50 MILLION	15	$11,277	$9,802	$12,472	$10,400	1				
$50 TO $99 MILLION	20	$10,975	$9,289	$12,376	$10,650	1				
$100 TO $249 MILLION	20	$11,515	$9,509	$14,151	$10,970	1				
$250 TO $499 MILLION	8	$11,701	$10,172	$14,383	$11,340	2				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	67	$11,385	$9,781	$13,577	$10,900	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	56	$13,114	$11,774	$16,077	$12,960	1				
$50 TO $99 MILLION	56	$13,861	$11,078	$15,300	$13,280	2				
$100 TO $249 MILLION	45	$13,875	$10,708	$15,898	$13,362	3				
$250 TO $499 MILLION	13	$14,402	$11,965	$17,394	$13,776	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	174	$13,688	$11,279	$16,085	$13,200	3				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	18	$10,785	$8,902	$12,579	$10,950	1				
$50 TO $99 MILLION	45	$11,123	$9,310	$12,676	$11,280	1				
$100 TO $249 MILLION	47	$11,467	$9,336	$13,090	$11,010	1				
$250 TO $499 MILLION	14	$12,595	$10,130	$14,442	$12,720	1				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	128	$11,406	$9,556	$13,324	$11,400	1				
205 SECRETARY										
UNDER $50 MILLION	47	$13,974	$12,297	$16,662	$13,955	2				
$50 TO $99 MILLION	52	$14,100	$11,429	$16,115	$13,950	3				
$100 TO $249 MILLION	44	$14,194	$11,030	$16,813	$13,968	5				
$250 TO $499 MILLION	13	$14,249	$11,653	$17,678	$13,788	10				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	160	$14,109	$11,538	$16,745	$13,959	4				

GEOGRAPHIC REGION VIII RESULTS -- 1987

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206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	48	$17,992	$14,669	$19,852	$17,850	1				
$50 TO $99 MILLION	56	$18,527	$14,453	$20,259	$17,472	2				
$100 TO $249 MILLION	43	$18,768	$14,244	$21,488	$18,465	2				
$250 TO $499 MILLION	13	$18,812	$14,627	$21,257	$19,561	5				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	164	$18,458	$14,548	$20,885	$18,065	2				
207 LEGAL SECRETARY										
UNDER $50 MILLION	5	$13,672	$11,436	$15,155	$14,115	2				
$50 TO $99 MILLION	12	$13,973	$11,668	$18,085	$13,182	3				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	22	$14,231	$11,480	$16,901	$13,760	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	71	$11,737	$9,648	$14,290	$11,691	6				
$50 TO $99 MILLION	61	$11,517	$9,754	$17,878	$11,942	11				
$100 TO $249 MILLION	45	$11,493	$9,493	$15,251	$11,580	19				
$250 TO $499 MILLION	13	$12,437	$10,617	$16,028	$11,773	24				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	194	$11,677	$9,805	$15,852	$11,764	13				
209 HEAD TELLER										
UNDER $50 MILLION	56	$15,295	$13,304	$16,049	$14,450	1				
$50 TO $99 MILLION	47	$16,297	$13,112	$17,510	$16,220	2				
$100 TO $249 MILLION	47	$16,902	$12,989	$18,989	$17,220	2				
$250 TO $499 MILLION	10	$17,007	$13,433	$18,724	$16,584	3				
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	164	$16,179	$13,198	$18,164	$15,645	2				

GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	32	$45,651	$38,092	$56,325	$47,510	1	43	5	4	7
$50 TO $99 MILLION	52	$45,612	$35,288	$53,512	$44,602	1	40	8	5	7
$100 TO $249 MILLION	42	$53,067	$37,628	$53,483	$53,315	1	44	10	4	12
$250 TO $499 MILLION	12	$56,047	$39,372	$60,993	$56,004	3	41	8	4	9
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	142	$49,188	$38,399	$57,155	$48,446	1	42	8	4	9
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	27	$33,964	$30,891	$43,515	$34,275	2	37	7	5	3
$50 TO $99 MILLION	41	$32,128	$24,051	$36,401	$32,460	2	37	7	4	3
$100 TO $249 MILLION	42	$36,450	$27,404	$41,365	$37,263	2	38	6	4	3
$250 TO $499 MILLION	13	$36,486	$27,611	$45,504	$36,921	3	36	8	6	1
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	127	$34,544	$27,325	$40,690	$34,300	2	37	7	4	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	25	$34,145	$25,780	$37,070	$34,226	1	41	10	6	4
$50 TO $99 MILLION	22	$36,038	$27,083	$42,968	$36,640	1	48	10	8	4
$100 TO $249 MILLION	32	$37,535	$27,747	$41,307	$38,000	1	46	13	6	4
$250 TO $499 MILLION	10	$41,448	$28,226	$47,775	$41,700	1	48	18	7	5
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	93	$36,709	$27,807	$42,215	$35,700	1	45	12	6	4
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	40	$26,794	$24,725	$32,927	$24,170 *	1	37	5	3	3
$50 TO $99 MILLION	39	$26,556	$20,818	$28,991	$25,000	2	41	8	5	2
$100 TO $249 MILLION	43	$26,047	$21,469	$30,459	$26,208	2	38	9	4	2
$250 TO $499 MILLION	13	$27,226	$18,970	$27,996	$25,604	3	37	11	6	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	138	$26,525	$21,811	$30,595	$25,467	2	39	8	4	2
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	5	$40,978	$31,000	$45,000	$39,481	1	54	10	6	5
$50 TO $99 MILLION	7	$32,051			$29,530	1	45	6	4	2
$100 TO $249 MILLION	20	$41,258	$31,364	$46,198	$43,800	1	43	7	4	4
$250 TO $499 MILLION	6	$43,644	$34,200	$57,050	$36,670	1	43	12	3	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	41	$40,132	$32,370	$47,812	$40,700	1	43	8	4	4

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306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	10	$24,029 *	$16,000	$24,000	$24,337 *	1	43	12	5	2
$50 TO $99 MILLION	12	$22,794			$23,544	1	38	8	3	2
$100 TO $249 MILLION	27	$27,365	$19,633	$30,448	$25,725	1	38	6	3	2
$250 TO $499 MILLION	11	$28,371	$20,920	$30,737	$28,625	2	37	7	3	2
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	62	$25,950	$19,927	$29,968	$24,600	1	39	8	3	2
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	15	$27,200	$19,712	$32,241	$26,120	2	42	11	5	2
$250 TO $499 MILLION	9	$44,653	$36,667	$59,350	$42,100	2	44	10	8	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	29	$33,941	$26,599	$42,038	$36,000	2	42	10	6	3
308 CORPORATE TRUST OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$40,371 *	$23,813	$36,175	$42,600 *	1	41	13	5	3
$250 TO $499 MILLION	8	$37,619	$33,920	$50,880	$38,700	1	40	7	5	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$38,595	$29,642	$45,248	$41,300	1	40	9	5	3
309 PERSONAL TRUST OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$25,376	$20,035	$31,589	$25,500	1	44	14	5	2
$250 TO $499 MILLION	12	$34,831	$25,427	$41,329	$33,450	2	44	8	6	1
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	30	$28,393	$21,405	$34,851	$27,250	2	45	13	5	1
310 STAFF ATTORNEY										
$50 TO $99 MILLION	5	$32,899 *	$35,860	$45,240	$30,800 *	1	38	6	5	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	7	$35,056 *	$35,860	$45,240	$34,200 *	1	36	5	4	1

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311 INTERNAL AUDITOR										
UNDER $50 MILLION	13	$21,962			$21,000	1	37	8	3	2
$50 TO $99 MILLION	27	$21,558	$19,769	$30,018	$20,340	1	35	8	3	3
$100 TO $249 MILLION	35	$25,067	$19,770	$30,176	$23,430	1	38	8	4	1
$250 TO $499 MILLION	6	$24,128	$16,302	$24,450	$16,500	2	30	4	2	1
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	85	$23,393	$19,532	$29,942	$22,568	1	36	7	3	2
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	13	$27,025	$20,761	$28,711	$26,481	1	33	4	3	2
$50 TO $99 MILLION	17	$24,484	$20,291	$30,183	$22,800	1	38	8	3	5
$100 TO $249 MILLION	26	$30,108	$21,143	$30,927	$30,175	1	37	6	3	3
$250 TO $499 MILLION	9	$38,279	$27,302	$40,950	$34,008	1	36	5	2	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	69	$29,216	$21,999	$32,881	$27,998	1	36	6	3	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	7	$26,197	$20,000	$30,000	$26,700	1	44	3	3	40
$50 TO $99 MILLION	15	$23,998	$20,613	$31,587	$22,000	1	45	6	4	4
$100 TO $249 MILLION	18	$27,582	$21,623	$32,134	$24,488	1	50	10	5	1
$250 TO $499 MILLION	7	$37,720	$36,000	$56,500	$33,820 *	1	41	10	3	11
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	49	$27,561	$22,479	$34,979	$24,993	1	46	8	4	10
314 SYSTEMS ANALYST										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$28,539	$22,118	$33,729	$31,925	1	33	7	4	4
315 SR COMPUTER PROGRAMMER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$35,030			$35,219	2	41	9	5	7
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	18	$27,451	$21,408	$31,929	$25,454	2	37	7	3	7

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
$50 TO $99 MILLION	6	$20,087			$19,850	2	27	3	2	3
$100 TO $249 MILLION	5	$22,215	$16,691	$23,723	$19,920	1	29	3	3	
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	17	$21,494	$17,841	$25,949	$20,880	2	29	4	3	3
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$15,873			$15,040	1	34	7	4	3
$100 TO $249 MILLION	9	$17,594	$14,557	$21,364	$18,000	1	32	5	3	3
$250 TO $499 MILLION	7	$16,137	$13,176	$18,630	$15,600	1	33	7	3	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	30	$16,637	$14,308	$20,706	$15,730	1	33	7	3	3
318 COMPUTER OPERATOR										
UNDER $50 MILLION	6	$13,383			$14,480	1	26	4	2	
$50 TO $99 MILLION	22	$13,662	$10,007	$14,565	$13,476	2	31	5	3	4
$100 TO $249 MILLION	23	$13,250	$10,804	$15,771	$12,636	2	29	3	3	1
$250 TO $499 MILLION	10	$15,578	$11,885	$17,601	$14,851	3	29	5	4	
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	64	$13,854	$11,110	$16,238	$13,760	2	29	4	3	3
319 STAFF APPRAISER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$21,893	$19,086	$27,935	$21,384	1	40	9	4	1
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	9	$16,738	$16,000	$30,000	$15,000 *	1	39	7	4	1
$50 TO $99 MILLION	16	$18,573	$13,420	$20,520	$17,550	2	38	4	4	
$100 TO $249 MILLION	22	$17,462	$14,169	$21,989	$16,034	2	38	4	3	1
$250 TO $499 MILLION	12	$18,792	$13,266	$19,405	$16,381	3	39	6	4	1
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	63	$17,882	$14,119	$21,392	$16,104	2	38	5	3	1

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GEOGRAPHIC REGION VIII RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
UNDER $50 MILLION	6	$14,169	$12,600	$15,400	$13,658	1	35	10	7	1
$50 TO $99 MILLION	10	$17,350	$13,074	$19,820	$17,330	1	33	5	3	2
$100 TO $249 MILLION	18	$15,984	$11,643	$18,923	$16,308	1	35	5	3	2
$250 TO $499 MILLION	10	$18,576	$15,494	$22,549	$16,588	1	38	5	4	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	46	$16,953	$13,856	$20,990	$16,582	1	35	6	3	2
322 EMPLOYMENT INTERVIEWER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$22,206	$17,966	$25,805	$19,660	1	40	9	4	10
323 ASST BRANCH MANAGER(LARGE +31)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$22,897	$16,275	$29,163	$22,920	2	41	15	5	18
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	12	$21,590	$15,813	$25,713	$21,166	3	39	11	4	13
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$17,340	$12,500	$18,919	$17,124	1	41	13	3	5
$100 TO $249 MILLION	10	$18,599	$14,357	$21,814	$16,156	2	38	9	2	6
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	24	$18,015	$14,168	$21,675	$16,848	2	39	10	2	5

GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$20,153	$13,600	$25,680	$19,750	1	35	6	3	1
$100 TO $249 MILLION	17	$21,825	$15,712	$26,512	$20,000	1	29	3	2	3
$250 TO $499 MILLION	8	$28,158 *	$17,782	$27,934	$24,747	2	30	5	2	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	38	$22,957	$16,897	$27,277	$21,098	1	32	5	3	3
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$16,692	$15,500	$18,800	$16,100	1	25	2	1	
$100 TO $249 MILLION	6	$15,258	$13,000	$19,315	$15,450	2	26	2	1	
$250 TO $499 MILLION	6	$19,501	$14,476	$20,988	$19,210	3	27	2	1	5
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	25	$17,494	$14,758	$20,912	$16,143	2	26	2	1	5
328 OFFICER TRAINEE (M.A.)										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$24,120	$15,100	$27,250	$23,957	1	41	10	4	1
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	17	$24,167	$19,263	$28,862	$21,600	1	42	8	4	1
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	17	$17,703	$16,000	$30,000	$18,000	1	42	10	5	5
$50 TO $99 MILLION	25	$20,337	$15,023	$21,666	$19,200	1	41	11	4	5
$100 TO $249 MILLION	33	$21,199	$15,587	$23,523	$20,080	1	42	13	5	4
$250 TO $499 MILLION	9	$25,966 *	$15,384	$23,941	$24,440 *	2	50	19	9	5
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	87	$20,620	$15,506	$23,218	$19,345	1	43	12	5	4

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	75	$65,530	$59,733	$87,685	$65,200	1	46	9	6	16
$50 TO $99 MILLION	64	$75,568	$67,682	$95,133	$75,375	1	48	12	7	30
$100 TO $249 MILLION	52	$97,550	$75,337	$97,922	$95,110	1	49	13	7	68
$250 TO $499 MILLION	13	$143,118	$99,589	$174,154	$151,900	1	48	17	8	115
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	208	$83,426	$72,762	$109,351	$78,000	1	48	12	7	44
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	24	$49,330	$49,050	$59,050	$49,601	1	42	9	5	20
$50 TO $99 MILLION	30	$56,025	$44,856	$65,034	$51,700	1	48	15	7	26
$100 TO $249 MILLION	32	$74,653 *	$50,133	$60,867	$70,960 *	1	45	9	5	47
$250 TO $499 MILLION	9	$104,988	$72,200	$117,295	$100,000	1	45	13	4	58
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	99	$68,366	$59,238	$91,980	$59,973	1	45	11	6	44
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	19	$39,416	$32,883	$51,325	$40,002	1	37	7	5	13
$50 TO $99 MILLION	17	$42,404	$36,050	$47,523	$40,000	1	45	13	8	15
$100 TO $249 MILLION	18	$55,861	$47,151	$70,929	$52,770	1	44	12	4	29
$250 TO $499 MILLION	8	$66,025	$56,550	$76,820	$65,250	1	46	12	5	17
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	66	$50,653	$46,712	$69,739	$47,500	1	43	11	6	19
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	40	$33,106	$25,523	$42,549	$33,340	1	44	9	5	17
$50 TO $99 MILLION	39	$37,404	$32,978	$47,833	$36,900	1	42	11	5	25
$100 TO $249 MILLION	40	$43,401	$33,878	$52,114	$42,750	1	39	11	5	36
$250 TO $499 MILLION	10	$60,784	$45,633	$73,867	$62,100	1	49	17	6	36
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	133	$40,412	$36,959	$57,703	$38,111	1	42	11	5	30
405 OPERATIONS OFFICER										
UNDER $50 MILLION	50	$25,554	$22,783	$31,679	$23,712	1	38	8	4	8
$50 TO $99 MILLION	41	$23,743	$18,079	$27,519	$22,924	2	39	10	4	11
$100 TO $249 MILLION	39	$26,324	$20,407	$34,250	$25,000	2	44	15	6	18
$250 TO $499 MILLION	8	$31,369	$26,913	$41,020	$28,827	4	40	13	5	13
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	142	$25,963	$22,478	$33,753	$24,074	2	40	11	5	13

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	5	$27,039			$24,074	1	45	16	8	11
$50 TO $99 MILLION	23	$26,143	$20,740	$34,600	$25,500	1	43	10	4	13
$100 TO $249 MILLION	39	$27,076	$22,568	$34,828	$25,470	1	42	9	5	10
$250 TO $499 MILLION	13	$39,674	$34,012	$52,181	$40,500	1	47	13	5	4
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	84	$29,888	$26,807	$41,722	$26,000 *	1	43	10	5	10
407 MARKETING OFFICER										
UNDER $50 MILLION	12	$25,443 *	$25,956	$35,104	$23,747 *	1	39	4	3	3
$50 TO $99 MILLION	15	$30,413	$23,440	$37,070	$30,600	1	43	8	3	2
$100 TO $249 MILLION	30	$27,889	$22,216	$33,854	$26,460	1	43	11	4	3
$250 TO $499 MILLION	10	$37,751	$30,754	$46,964	$34,000	1	34	8	4	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	70	$30,099	$26,901	$39,698	$28,000	1	41	9	4	3
408 CONTROLLER										
UNDER $50 MILLION	6	$32,006	$30,000	$44,000	$34,490	1	40	9	7	16
$50 TO $99 MILLION	17	$32,483	$26,132	$35,436	$34,000	1	35	6	4	6
$100 TO $249 MILLION	31	$35,575	$27,654	$41,338	$36,731	1	36	6	4	6
$250 TO $499 MILLION	9	$42,664	$37,704	$62,112	$41,400	1	33	7	4	9
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	67	$35,920	$29,866	$44,798	$35,429	1	36	7	4	8
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	8	$18,895			$16,600	1	38	7	5	12
$50 TO $99 MILLION	12	$20,324	$20,256	$30,384	$20,100 *	1	36	7	4	5
$100 TO $249 MILLION	17	$21,808	$17,039	$25,943	$22,059	1	35	9	6	6
$250 TO $499 MILLION	5	$30,127	$21,580	$31,290	$30,060	1	45	13	7	4
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	46	$22,294	$19,768	$30,079	$22,059	1	37	9	5	6
410 BRANCH ADMINISTRATION OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$27,560	$25,771	$44,677	$27,331	1	43	14	2	25
$250 TO $499 MILLION	5	$44,996	$44,431	$65,882	$43,200 *	1	48	22	4	45
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	19	$33,380	$31,954	$53,243	$30,310 *	1	43	16	3	37

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
ALL BANKS		INSUFFICIENT DATA								
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$37,280	$29,931	$37,847	$37,950 *	1	43	10	3	18
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	15	$33,272 *	$23,917	$33,252	$31,305	2	41	11	4	15
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	7	$19,888	$15,905	$24,500	$17,400	1	44	10	4	3
$50 TO $99 MILLION	25	$25,191	$18,782	$28,315	$24,000	2	44	9	3	5
$100 TO $249 MILLION	21	$25,265	$19,526	$30,956	$22,583	3	43	12	5	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	57	$24,914	$18,760	$29,397	$23,400	2	43	11	4	5
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	11	$36,597	$31,297	$46,946	$39,000	1	36	5	3	5
$250 TO $499 MILLION	6	$54,820 *	$38,900	$54,732	$48,400	1	47	9	4	22
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	26	$38,211 *	$43,391	$63,640	$41,500 *	1	41	8	4	19
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	5	$22,800 *	$24,000	$36,000	$23,800 *	1	30	2	2	3
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$20,687	$16,775	$22,996	$22,000	1	29	4	2	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$27,832	$24,677	$36,660	$24,600 *	1	36	6	3	19

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$42,561	$29,500	$44,250	$41,000	1	43	9	4	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$41,424	$34,518	$52,780	$40,000	1	40	7	4	8
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$19,654	$15,600	$22,800	$18,660	1	36	6	3	4
$100 TO $249 MILLION	14	$19,291	$15,753	$23,030	$16,880	1	32	8	2	4
$250 TO $499 MILLION	7	$27,857	$20,656	$30,688	$25,722	1	39	11	4	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	38	$21,986	$18,615	$27,474	$18,600 *	1	36	8	3	8
418 PURCHASING MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$17,451	$14,778	$22,265	$15,750	1	43	7	3	4
$100 TO $249 MILLION	15	$21,221	$15,923	$24,061	$21,000	1	45	12	5	5
$250 TO $499 MILLION	9	$25,029 *	$15,562	$23,027	$21,200	1	38	10	4	12
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	43	$21,598	$17,188	$25,624	$18,654	1	44	11	4	10
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	11	$17,724 *	$12,138	$16,080	$17,400 *	1	34	4	3	3
$50 TO $99 MILLION	16	$24,892	$20,398	$30,056	$22,331	1	34	4	3	4
$100 TO $249 MILLION	19	$25,181	$21,413	$33,920	$26,500	1	38	8	4	4
$250 TO $499 MILLION	8	$36,071	$30,600	$44,321	$40,000	1	35	8	4	11
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	57	$25,475	$22,479	$33,302	$21,900 *	1	36	6	3	6
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	6	$20,319			$15,285	1	35	4	3	3
$50 TO $99 MILLION	8	$21,965 *	$14,754	$17,954	$18,000 *	1	35	10	1	3
$100 TO $249 MILLION	13	$36,435	$25,013	$43,494	$36,000	1	43	11	7	7
$250 TO $499 MILLION	10	$40,994	$35,969	$51,541	$40,080	1	45	14	3	11
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	41	$33,789	$30,924	$47,179	$35,635	1	42	12	5	11

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$40,716	$28,237	$45,235	$33,200	1	41	12	3	3
$250 TO $499 MILLION	7	$53,341 *	$31,690	$47,510	$48,000 *	1	38	9	3	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	21	$41,947	$30,071	$44,224	$44,500 *	1	40	10	3	5
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	8	$20,902	$17,650	$23,000	$17,350 *	1	36	4	2	2
$50 TO $99 MILLION	11	$38,459	$31,150	$55,085	$32,100	1	40	8	6	7
$100 TO $249 MILLION	16	$46,203	$35,213	$56,406	$49,731	1	42	8	4	7
$250 TO $499 MILLION	7	$66,764	$44,493	$70,440	$63,600	1	44	12	5	16
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	46	$45,996	$41,064	$61,796	$46.800	1	42	9	5	11
423 SR TRUST OFFICER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	20	$45,308	$36,277	$57,383	$45,675	1	45	9	7	4
$250 TO $499 MILLION	14	$64,445	$53,133	$84,144	$63,780	1	48	10	5	12
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	42	$53,131	$48,995	$76,265	$50,284	1	46	9	6	10
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	13	$23,722	$20,815	$29,627	$21,200	2	44	8	3	3
$250 TO $499 MILLION	11	$29,921 *	$30,710	$48,915	$26,778 *	1	41	10	4	7
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	30	$26,597	$25,985	$38,749	$24,075 *	1	42	9	3	6
425 TELEPHONE SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	5	$18,394			$16,680	1	41	9	4	4

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GEOGRAPHIC REGION VIII RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$29,609	$26,092	$39,513	$25,476 *	1	45	11	4	18
427 PAYROLL SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$17,558	$13,222	$18,419	$17,603	1	34	7	3	2
$250 TO $499 MILLION	5	$20,112	$12,424	$20,704	$19,584	1	43	10	6	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	$18,407	$14,113	$20,879	$18,269	1	38	10	4	4
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$23,708 *	$20,050	$22,850	$17,400 *	1	40	4	2	1
$100 TO $249 MILLION	8	$27,544	$24,568	$38,568	$26,900	1	37	7	3	2
$250 TO $499 MILLION	8	$35,261	$29,400	$40,482	$37,000	1	37	5	2	4
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$32,730	$28,910	$42,330	$27,500 *	1	39	6	3	8
429 SECURITY MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$29,972	$22,345	$34,735	$30,500	1	41	8	5	4
$250 TO $499 MILLION	6	$34,837	$28,154	$42,237	$34,500	1	39	10	4	17
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	21	$31,548	$28,151	$40,304	$30,500	1	43	8	5	8
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$30,449			$30,000	1	41	2	2	6
$100 TO $249 MILLION	9	$27,872	$23,273	$39,582	$26,986	1	41	7	4	3
$250 TO $499 MILLION	7	$30,114 *	$17,494	$25,923	$25,702	1	45	12	4	6
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	29	$29,041	$21,493	$34,032	$26,986	1	44	8	4	4

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GEOGRAPHIC REGION VIII RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$23,140	$18,000	$37,000	$20,266	1	41	7	3	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	13	$24,605	$19,660	$34,710	$20,680	1	41	7	4	8
432 EMPLOYMENT MANAGEMENT										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$34,495	$27,608	$42,539	$28,173	1	43	12	4	6
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$28,396	$15,900	$28,600	$31,250 *	1	53	9	8	2
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	18	$36,343	$30,790	$46,588	$34,660	1	47	10	6	4
434 SR INTERNATIONAL BANKING OFFIC										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$40,472 *	$42,720	$65,008	$38,002 *	1	48	5	4	16
435 SR INVESTMENT OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$39,811	$27,113	$44,700	$36,500	1	41	15	6	2
$250 TO $499 MILLION	9	$51,580	$44,173	$67,188	$49,150	1	39	10	5	3
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	26	$43,538	$42,938	$65,513	$39,500 *	1	43	11	6	6

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GEOGRAPHIC REGION VIII RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
436 SR CORRESPONDENT BANKING OFFIC	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$53,752	$38,480	$62,253	$54,750	1	42	12	3	2
$500 TO $999 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	14	$50,646	$42,097	$64,470	$50,312	1	44	14	4	10

Region IX Mountain

Arizona
Colorado
Idaho
Montana
New Mexico
Nevada
Utah
Wyoming

GEOGRAPHIC REGION IX RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	6	$10,112	$8,888	$12,353	$9,886	2				
$50 TO $99 MILLION	11	$11,093	$10,041	$13,770	$11,941	3				
$100 TO $249 MILLION	13	$9,235	$8,114	$11,626	$9,228	3				
$250 TO $499 MILLION	6	$10,212	$8,982	$13,250	$10,084	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	38	$10,112	$8,907	$12,661	$9,900	3				
102 GENERAL CLERK										
UNDER $50 MILLION	11	$11,682	$10,370	$15,576	$11,800	2				
$50 TO $99 MILLION	12	$12,142	$10,384	$15,131	$11,648	5				
$100 TO $249 MILLION	18	$10,996	$9,175	$13,789	$11,340	7				
$250 TO $499 MILLION	5	$12,063	$9,991	$14,441	$11,952	11				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	48	$11,638	$9,873	$14,666	$11,648	10				
103 CLERK TYPIST										
UNDER $50 MILLION	6	$13,295	$10,150	$15,095	$12,753	3				
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$11,821	$9,864	$13,882	$11,730	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	23	$12,398	$10,017	$14,386	$11,925	3				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	7	$11,567	$9,923	$14,438	$12,100	2				
$50 TO $99 MILLION	8	$12,670	$10,580	$15,924	$12,144	2				
$100 TO $249 MILLION	16	$10,963	$9,875	$14,443	$10,605	2				
$250 TO $499 MILLION	5	$12,371	$10,474	$15,644	$11,880	2				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	38	$11,708	$10,198	$15,040	$11,940	2				
105 MAIL CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$10,036	$9,204	$12,658	$10,110	1				
$100 TO $249 MILLION	14	$10,256	$8,759	$12,623	$9,560	1				
$250 TO $499 MILLION	6	$10,026	$9,144	$12,991	$9,701	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	30	$10,370	$9,076	$12,886	$10,341	2				

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	17	$13,469	$11,261	$16,042	$13,200	1				
$50 TO $99 MILLION	18	$17,208	$13,674	$20,419	$17,040	1				
$100 TO $249 MILLION	16	$15,909	$12,177	$17,681	$15,414	2				
$250 TO $499 MILLION	5	$18,194	$13.388	$20,441	$16,980	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	58	$15,792	$12,550	$18,457	$15,510	2				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	20	$11,447	$9,739	$13,787	$11,760	2				
$50 TO $99 MILLION	11	$12,537	$10,908	$15,841	$12,223	4				
$100 TO $249 MILLION	19	$12,853	$10,518	$15,728	$12,562	4				
$250 TO $499 MILLION	6	$13,640	$11,821	$17,235	$12,920	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	58	$12,444	$10,573	$15,459	$12,395	3				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	23	$11,144	$9,150	$13,828	$10,296	1				
$50 TO $99 MILLION	23	$11,647	$9,787	$14,466	$10,887	2				
$100 TO $249 MILLION	21	$11,320	$9,245	$14,241	$11,148	3				
$250 TO $499 MILLION	5	$10,401	$9,367	$13,319	$10,640	6				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	74	$11,358	$9,447	$14,186	$10,980	3				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$13,614	$12,400	$17,977	$13,992	1				
$100 TO $249 MILLION	8	$11,770	$10,665	$15,585	$11,412	1				
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$12,463	$11,412	$16,724	$12,480	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	8	$13,178	$10,172	$14,776	$12,000	2				

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$10,135 *	$10,376	$13,990	$9,680 *	1				
$100 TO $249 MILLION	11	$14,343	$11,458	$17,292	$13,980	1				
$250 TO $499 MILLION	5	$13,944	$11,160	$16,682	$13,676	1				
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	23	$13,381	$11,320	$16,696	$13,140	1				
112 CUSTODIAN										
UNDER $50 MILLION	6	$9,968	$7,996	$10,694	$9,247	1				
$50 TO $99 MILLION	7	$14,787	$9,740	$18,440	$13,150	1				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$12,228	$8,779	$14,230	$10,992	2				
113 MESSENGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$11,632 *	$8,105	$11,195	$10,095	1				
$250 TO $499 MILLION	5	$10,599	$9,151	$13,521	$9,620	3				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	25	$11,300	$8,844	$12,460	$10,950	3				
114 SECURITY GUARD										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$15,321	$11,645	$16,107	$14,892	1				
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$16,217	$12,583	$17,660	$14,526	3				

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$12,680	$11,100	$15,512	$13,000	2				
$100 TO $249 MILLION	16	$11,846	$9,846	$14,074	$12,041	1				
$250 TO $499 MILLION	5	$13,149	$10,050	$14,756	$11.887	1				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$12,288	$10,364	$14,802	$12,240	1				
202 RECEPTIONIST										
UNDER $50 MILLION	14	$11,587	$9,519	$13,953	$11,280	1				
$50 TO $99 MILLION	12	$11,143	$9,741	$13,788	$11,625	1				
$100 TO $249 MILLION	9	$12,976	$10,721	$15,168	$12,840	1				
$250 TO $499 MILLION	5	$12,296	$9,856	$13,695	$12,646	3				
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	42	$11,928	$10,062	$14,382	$11,856	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	28	$12,864	$10,440	$15,738	$12,570	2				
$50 TO $99 MILLION	24	$13,001	$11,408	$16,938	$13,200	3				
$100 TO $249 MILLION	21	$12,559	$10,621	$15,858	$12,586	5				
$250 TO $499 MILLION	7	$13,828	$11,439	$17,041	$14,020	8				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	83	$13,115	$11,076	$16,577	$12,838	4				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$11,421	$9,803	$14,258	$10,824	1				
$100 TO $249 MILLION	21	$10,783	$8,826	$12,308	$10,608	1				
$250 TO $499 MILLION	6	$13,494	$10,262	$14,645	$13,563	1				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	48	$11,657	$9,679	$13,529	$11,643	1				
205 SECRETARY										
UNDER $50 MILLION	26	$12,859	$10,784	$15,623	$12,703	2				
$50 TO $99 MILLION	19	$12,921	$11,023	$16,252	$13,200	3				
$100 TO $249 MILLION	22	$13,407	$10,661	$16,669	$13,502	6				
$250 TO $499 MILLION	7	$14,247	$11,402	$16,968	$13,800	10				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	77	$13,219	$10,930	$16,403	$13,404	4				

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	26	$15,937	$12,879	$17,977	$15,980	1				
$50 TO $99 MILLION	20	$19,247	$14,956	$21,808	$18,000	1				
$100 TO $249 MILLION	22	$17,518	$13,415	$21,004	$18,225	2				
$250 TO $499 MILLION	6	$21,640	$16,748	$24,745	$23,035	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	77	$17,829	$14,023	$20,761	$17,852	2				
207 LEGAL SECRETARY										
UNDER $50 MILLION	7	$12,523	$10,455	$16,004	$13,312	1				
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	13	$14,398	$11,642	$17,848	$14,430	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	37	$10,766	$9,355	$13,830	$10,800	5				
$50 TO $99 MILLION	24	$11,758	$10,159	$15,517	$11,948	11				
$100 TO $249 MILLION	23	$10,690	$9,331	$14,415	$10,704	20				
$250 TO $499 MILLION	6	$11,147	$9,978	$15,470	$11,401	29				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	93	$11,110	$9,692	$14,686	$11,043	13				
209 HEAD TELLER										
UNDER $50 MILLION	26	$14,063	$11,746	$16,642	$14,020	1				
$50 TO $99 MILLION	22	$15,023	$12,945	$19,212	$14,760	2				
$100 TO $249 MILLION	20	$16,358	$12,791	$19,190	$16,131	2				
$250 TO $499 MILLION	6	$16,732	$13,593	$20,435	$14,406	12				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	77	$15,236	$12,647	$18,631	$14,839	7				

GEOGRAPHIC REGION IX RESULTS -- 1987

301 SR COMMERCIAL LOAN OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	22	$41,276	$32,459	$49,265	$40,160	1	42	4	4	5
$50 TO $99 MILLION	20	$42,780	$31,864	$48,835	$41,600	1	43	8	4	8
$100 TO $249 MILLION	20	$41,409	$28,895	$45,224	$41,000	2	41	9	5	10
$250 TO $499 MILLION	7	$46,187	$32,109	$50,147	$42,220	2	43	10	4	13
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	72	$42,898	$31,391	$48,735	$41,304	2	42	7	4	8

302 COMMERCIAL LOAN OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	13	$28,726	$24,540	$34,720	$29,813	2	37	6	3	3
$50 TO $99 MILLION	17	$32,798	$21,290	$38,273	$31,575	2	39	5	4	2
$100 TO $249 MILLION	20	$29,419	$21,788	$36,737	$28,333	2	38	7	4	3
$250 TO $499 MILLION	6	$32,207	$23,633	$35,717	$31,900	3	39	7	4	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	59	$30,596	$22,589	$37,105	$30,026	2	38	6	4	3

303 SR CONSUMER LOAN OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$26,551	$20,414	$30,653	$26,724	1	36	6	4	4
$100 TO $249 MILLION	7	$34,352	$24,477	$37,737	$31,415	2	44	9	4	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$31,304	$24,243	$37,365	$30,064	1	41	8	4	7

304 CONSUMER LOAN OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	15	$21,435	$15,698	$26,748	$21,186	1	36	6	3	2
$50 TO $99 MILLION	18	$23,502	$18,987	$28,482	$23,115	1	38	7	4	2
$100 TO $249 MILLION	21	$23,965	$17,646	$29,401	$22,000	2	39	8	5	3
$250 TO $499 MILLION	7	$24,173	$19,254	$29,094	$22,472	4	38	7	4	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	63	$23,244	$17,854	$28,613	$22,336	2	38	7	4	3

305 SR MORTGAGE LOAN OFFICER

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$28,467	$22,315	$34,473	$29,000	2	39	3	1	5
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	16	$31,657	$23,281	$37,685	$30,000	1	39	5	2	6

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	5	$20,865	$16,630	$23,434	$19,500	1	33	5	2	1
$50 TO $99 MILLION	11	$26,933	$20,796	$32,082	$25,000	1	39	9	4	2
$100 TO $249 MILLION	18	$22,643	$18,079	$30,950	$22,420	1	38	7	3	3
$250 TO $499 MILLION	6	$27,038	$19,576	$29,624	$25,052	2	46	7	3	11
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	41	$24,253	$18,818	$30,242	$23,798	1	39	7	3	3
307 TRUST ACCOUNT ADMINISTRATOR										
$100 TO $249 MILLION	7	$30,242	$22,242	$36,250	$33,700	1	40	6	5	2
$250 TO $499 MILLION	5	$28,129	$21,749	$33,635	$23,403	2	46	11	3	3
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$28,922	$22,041	$34,927	$28,250	1	42	8	4	3
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$33,871	$26,845	$40,553	$35,592	2	43	7	5	4
309 PERSONAL TRUST OFFICER										
$100 TO $249 MILLION	7	$25,714	$21,010	$32,910	$26,400	2	45	13	7	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	10	$27,107	$22,319	$34,497	$27,474	2	45	14	7	3
310 STAFF ATTORNEY										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$31,373	$25,088	$41,297	$29,820	1	38	4	2	1

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$24,801	$16,800	$24,840	$25,000 *	1	47	7	4	1
$100 TO $249 MILLION	12	$24,680	$17,833	$30,325	$26,500	1	41	6	4	1
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	$24,444	$18,875	$29,679	$24,6[illegible]	1	41	6	5	2
312 LOAN REVIEW OFFICER										
$50 TO $99 MILLION	6	$24,823	$20,480	$31,077	$22,650	1	37	3	3	2
$100 TO $249 MILLION	12	$29,056	$22,399	$34,475	$28,054	1	37	4	2	4
$250 TO $499 MILLION	5	$34,334	$25,528	$39,532	$33,840	1	36	7	2	3
ALL BANKS	23	$29,099	$23,017	$35,418	$29,000	1	37	5	2	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$24,930	$19,253	$31,627	$24,800	1	30	4	3	4
$100 TO $249 MILLION	5	$29,531	$20,593	$33,242	$29,812	1	38	7	3	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$26,916	$19,432	$31,795	$24,800	1	38	7	2	3
314 SYSTEMS ANALYST										
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$29,594	$21,028	$32,011	$28,893	2	41	5	3	20
315 SR COMPUTER PROGRAMMER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	$36,559 *	$20,095	$30,001	$34,485 *	1	37	6	5	8

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	10	$21,812	$17,500	$26,349	$19,000	1	32	4	3	8
317 SR COMPUTER OPERATOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$16,072	$12,277	$18,313	$16,380	1	38	7	3	3
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$16,481	$13,131	$19,722	$16,290	1	36	6	3	4
318 COMPUTER OPERATOR										
UNDER $50 MILLION	7	$10,978	$9,213	$13,575	$10,490	1	27	3	2	1
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$11,239	$9,919	$15,747	$11,000	2	30	3	3	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	25	$12,051	$10,438	$15,760	$11,655	2	27	3	2	3
319 STAFF APPRAISER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	8	$15,769	$15,088	$21,556	$15,140	1	34	1	1	
$50 TO $99 MILLION	7	$19,034 *	$13,716	$17,799	$17,400	1	34	3	3	
$100 TO $249 MILLION	15	$18,092	$14,061	$20,844	$16,272	2	37	5	3	1
$250 TO $499 MILLION	5	$15,194	$12,784	$19,199	$15,600	3	37	4	3	2
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	36	$17,301	$14,024	$20,417	$15,910	2	36	4	2	21

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
$50 TO $99 MILLION	6	$18,073	$15,100	$22,240	$16,566	1	44	8	4	2
$100 TO $249 MILLION	10	$16,358	$13,878	$20,148	$15,493	1	35	8	3	
$250 TO $499 MILLION	5	$18,780	$16,028	$23,744	$17,350	1	35	5	3	2
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	22	$18,077	$15,329	$22,900	$16,596	1	38	7	3	2
322 EMPLOYMENT INTERVIEWER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$21,944	$17,836	$27,604	$22,020	1	40	14	5	4
323 ASST BRANCH MANAGER(LARGE +31)										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$25,619	$18,891	$31,242	$23,885	2	41	7	3	13
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	13	$18,905	$15,917	$24,409	$17,916	2	37	6	2	8

GEOGRAPHIC REGION IX RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	10	$23,590	$19,129	$28,767	$21,751	1	31	6	3	3
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	10	$16,612	$15,695	$21,983	$15,975	2	27	5	1	2
328 OFFICER TRAINEE (M.A.)										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	6	$19,249 *	$13,043	$18,924	$18,906	1	39	9	5	3
$50 TO $99 MILLION	9	$20,929	$17,094	$25,719	$21,000	1	35	9	5	3
$100 TO $249 MILLION	10	$20,028	$16,889	$24,623	$18,844	1	44	12	4	5
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	29	$20,659	$16,349	$24,197	$20,375	1	41	11	5	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	35	$58,901	$46,358	$73,458	$58,500	1	47	8	5	14
$50 TO $99 MILLION	24	$81,290	$72,306	$104,138	$75,000	1	53	16	9	33
$100 TO $249 MILLION	22	$90,489	$68,346	$110,543	$87,000	1	51	18	8	45
$250 TO $499 MILLION	5	$127,341	$96,053	$146,987	$134,000	1	61	18	7	113
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	89	$83,313	$69,704	$107,674	$74,580	1	50	13	7	33
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	12	$41,336	$31,514	$48,180	$43,675	1	43	6	4	19
$50 TO $99 MILLION	10	$54,943 *	$65,300	$98,100	$56,400 *	1	42	10	5	33
$100 TO $249 MILLION	17	$61,182	$43,562	$66,782	$58,150	1	44	9	3	25
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	46	$68,000	$56,122	$82,581	$54,776 *	1	44	9	4	35
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	5	$34,735	$28,367	$44,013	$30,800	1	43	7	3	11
$50 TO $99 MILLION	6	$48,606	$43,100	$65,700	$52,267	1	40	12	6	16
$100 TO $249 MILLION	12	$48,031	$34,511	$54,330	$48,986	1	45	13	5	6
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	27	$50,772	$40,223	$62,086	$46,896	1	43	11	4	9
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	20	$28,377	$23,395	$37,375	$25,250	1	40	9	4	11
$50 TO $99 MILLION	16	$38,096	$29,942	$46,810	$38,700	1	40	11	4	22
$100 TO $249 MILLION	16	$42,142	$32,510	$51,379	$41,500	1	46	17	8	22
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	58	$39,722	$32,642	$51,056	$37,062	1	43	12	6	21
405 OPERATIONS OFFICER										
UNDER $50 MILLION	23	$20,501	$17,131	$26,917	$19,750	1	40	7	4	9
$50 TO $99 MILLION	18	$26,886	$21,322	$31,866	$24,430	2	40	11	4	11
$100 TO $249 MILLION	16	$24,545	$19,699	$30,171	$24,118	3	40	12	5	12
$250 TO $499 MILLION	7	$29,352	$23,407	$36,126	$28,000	4	38	8	3	41
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	65	$24,184	$19,937	$30,607	$22,225	2	40	10	4	13

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$23,580	$19,021	$29,956	$20,340	1	46	11	4	3
$100 TO $249 MILLION	17	$25,757	$21,785	$34,612	$26,015	1	43	12	5	15
$250 TO $499 MILLION	7	$38,130	$30,431	$46,597	$35,192	1	37	9	6	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	41	$28,764	$24,635	$38,369	$26,500	1	42	11	4	9
407 MARKETING OFFICER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	16	$26,877	$20,349	$32,469	$28,250	1	43	7	3	1
$100 TO $249 MILLION	9	$30,471	$21,319	$33,754	$29,580	1	42	9	6	2
$250 TO $499 MILLION	7	$38,076	$29,187	$44,506	$38,100	1	49	8	5	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	38	$33,459	$25,969	$40,030	$29,820	1	45	8	4	2
408 CONTROLLER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$32,758	$25,780	$41,705	$31,600	1	35	7	3	4
$100 TO $249 MILLION	9	$35,017	$24,635	$40,353	$34,560	1	35	7	4	11
$250 TO $499 MILLION	7	$42,342	$32,353	$50,863	$44,800	1	40	11	3	5
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	25	$38,640	$29,356	$46,646	$35,530	1	37	8	4	7
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$21,516	$16,146	$24,923	$19,682	1	38	13	5	6
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$26,637	$21,687	$32,905	$24,500	1	39	12	6	5
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	$54,924	$46,150	$70,356	$48,000	1	44	7	5	36

GEOGRAPHIC REGION IX RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$38,970	$33,030	$52,706	$42,324	2	44	15	5	27
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$33,850	$23,761	$40,256	$34,380	2	42	11	4	15
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	16	$35,478	$27,608	$42,366	$35,842	3	44	11	3	19
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$28,112	$21,644	$34,332	$27,383	2	49	9	3	6
$100 TO $249 MILLION	8	$23,418	$18,702	$31,015	$22,200	3	45	11	6	8
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	22	$26,442	$21,389	$33,960	$25,000	3	44	9	4	8
414 DATA PROCESSING DIRECTOR										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$40,860	$24,715	$47,337	$47,500 *	1	37	9	8	9
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$47,354	$36,543	$61,470	$44,778	1	36	8	6	6
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$30,857	$30,465	$45,211	$25,190 *	1	33	3	2	6

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN				
						NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$45,996	$32,077	$48,912	$42,637	1	43	3	3	2
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$21,437	$17,305	$27.553	$21,540	1	36	7	4	5
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$22,935	$18,481	$28.503	$20,575	1	40	8	5	5
418 PURCHASING MANAGER										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	$22,368	$18,382	$28,349	$18,875	1	42	8	4	3
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$27,601	$22,848	$33,809	$22,285 *	1	33	8	2	5
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	13	$25,982	$20,051	$30,324	$22,453	1	39	8	2	5
420 CONSUMER LOAN DEPT MANAGER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$26,510	$22,394	$33,594	$27,800	1	36	5	2	4
$100 TO $249 MILLION	12	$37,764	$26,922	$41,323	$36,996	1	45	11	5	5
$250 TO $499 MILLION	5	$48,943	$36,552	$56,616	$45,900	1	53	10	3	10
ALL BANKS	25	$36,689	$27,961	$42,948	$35,100	1	43	9	4	5

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$28,190	$21,343	$33,524	$31,000	1	40	6	3	2
$100 TO $249 MILLION	8	$38,252	$29,740	$46,918	$38,500	1	45	11	7	3
$250 TO $499 MILLION	6	$41,851	$29,999	$46,873	$44,444	1	40	10	5	8
ALL BANKS	24	$34,785	$27,017	$42,535	$35,000	1	41	8	5	4
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$46,636	$38,667	$63,533	$48,000	1	42	3	2	9
$100 TO $249 MILLION	12	$45,560	$35,582	$51,963	$45,250	1	45	11	5	6
$250 TO $499 MILLION	6	$54,137	$39,467	$62,497	$53,200	1	44	9	4	11
ALL BANKS	25	$47,159	$36,214	$56,306	$48,000	1	44	8	4	8
423 SR TRUST OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	12	$43,172	$28,320	$45,105	$43,371	1	48	12	6	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	$48,301	$36,489	$57,406	$46,144	1	48	12	7	5
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	8	$31,031	$23,958	$39,283	$23,840 *	1	39	8	4	3
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
ALL BANKS	14	$29,610	$23,291	$37,658	$25,240	1	39	8	3	3
425 TELEPHONE SUPERVISOR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	8	$19,217	$15,433	$23,059	$20,520	1	40	10	4	2
428 INTERNAL AUDIT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	8	$24,955	$20,121	$31,084	$23,815	1	36	7	4	5
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	14	$32,952	$27,825	$43,380	$25,097 *	1	35	8	5	6
429 SECURITY MANAGER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$32,118	$24,622	$38,461	$27,686	1	49	9	5	1
430 CONSUMER LOAN COLLECTION MGR										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$25,097	$19,822	$28,670	$24,150	1	43	6	5	4
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$26,782	$21,175	$31,417	$24,150	1	41	5	5	3

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GEOGRAPHIC REGION IX RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	10	$28,678	$20,340	$30,922	$29,050	1	42	11	2	4
432 EMPLOYMENT MANAGEMENT										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
433 SR BUSINESS DEVELOPMENT OFFICE										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
434 SR INTERNATIONAL BANKING OFFIC										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
435 SR INVESTMENT OFFICER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$37,938	$32,778	$51,022	$36,536	1	38	14	6	3

GEOGRAPHIC REGION IX RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC										
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

Region X Pacific

Alaska
California
Hawaii
Oregon
Washington

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK										
UNDER $50 MILLION	8	$9,974	$8,325	$12,015	$10,000	2				
$50 TO $99 MILLION	17	$10,882	$9,821	$14,792	$10,660	2				
$100 TO $249 MILLION	11	$10,368	$9,278	$13,412	$10,400	4				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	41	$10,620	$9,384	$13,921	$10,444	3				
102 GENERAL CLERK										
UNDER $50 MILLION	7	$13,494	$11,440	$18,320	$12,100	2				
$50 TO $99 MILLION	14	$13,569	$11,313	$16,498	$13,630	2				
$100 TO $249 MILLION	10	$13,142	$10,969	$15,539	$12,882	5				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	38	$13,197	$11,071	$16,243	$13,156	7				
103 CLERK TYPIST										
UNDER $50 MILLION	5	$13,094	$12,008	$18,124	$12,639	2				
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$13,021	$11,078	$15,830	$12,120	3				
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$13,262	$11,483	$16,634	$12,560	4				
104 DATA ENTRY OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$14,153	$11,093	$16,996	$13,408	2				
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	$13,932	$11,398	$16,974	$13,212	3				
105 MAIL CLERK										
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	9	$10,711	$9,281	$12,997	$11,232	1				
$250 TO $499 MILLION	5	$11,210	$9,662	$13,469	$11,640	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	23	$11,498	$9,898	$13,821	$11,738	2				

GEOGRAPHIC REGION X RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
106 ACCOUNTING CLERK - SR										
UNDER $50 MILLION	5	$16,839	$13,133	$19,360	$17,125	3				
$50 TO $99 MILLION	18	$20,154	$14,828	$22,719	$20,325	2				
$100 TO $249 MILLION	10	$17,697	$14,012	$20,789	$16,398	3				
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	42	$18,825	$14,480	$21,740	$17,850	3				
107 ACCOUNTING CLERK										
UNDER $50 MILLION	11	$15,222	$12,271	$17,167	$14,400	2				
$50 TO $99 MILLION	20	$15,634	$12,494	$18,856	$15,004	3				
$100 TO $249 MILLION	14	$14,766	$11,784	$17,207	$14,685	2				
$250 TO $499 MILLION	8	$15,972	$12,872	$20,088	$14,623	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	57	$15,389	$12,451	$18,514	$14,846	2				
108 PROOF MACHINE OPERATOR										
UNDER $50 MILLION	16	$14,041	$11,959	$17,533	$13,450	1				
$50 TO $99 MILLION	29	$13,571	$11,559	$17,635	$13,788	2				
$100 TO $249 MILLION	20	$13,724	$10,859	$16,536	$13,175	3				
$250 TO $499 MILLION	8	$12,683	$10,970	$16,609	$12,399	7				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	77	$13,586	$11,276	$17,022	$13,211	3				
109 WORD PROCESSING OPERATOR										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	14	$16,920	$13,371	$19,311	$17,228	2				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								

GEOGRAPHIC REGION X   RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
111 MAINTENANCE SERVICE WORKER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$18,180	$14,880	$25,980	$16,944	1				
112 CUSTODIAN										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$12,795	$9,355	$13,846	$10,891	1				
113 MESSENGER										
UNDER $50 MILLION	11	$10,601	$9,868	$13,744	$10,260	1				
$50 TO $99 MILLION	20	$12,092	$10,067	$14,703	$11,975	2				
$100 TO $249 MILLION	15	$11,690	$9,752	$14,591	$11,970	2				
$250 TO $499 MILLION	8	$11,371	$9,924	$14,540	$10,995	4				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	57	$11,615	$9,990	$14,598	$11,552	3				
114 SECURITY GUARD										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								

GEOGRAPHIC REGION X   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
201 SAFE DEPOSIT CLERK										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$13,238	$11,863	$17,253	$13,498	1				
$100 TO $249 MILLION	11	$13,275	$10,384	$15,753	$13,810	2				
$250 TO $499 MILLION	7	$13,998	$11,456	$17,735	$14,610	5				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	$13,770	$11,190	$16,819	$13,810	4				
202 RECEPTIONIST										
UNDER $50 MILLION	6	$11,449	$10,600	$12,250	$11,550	1				
$50 TO $99 MILLION	12	$12,695	$10,911	$16,409	$13,260	1				
$100 TO $249 MILLION	8	$12,647	$10,567	$15,441	$12,120	1				
$250 TO $499 MILLION	6	$12,368	$10,730	$14,920	$12,375	2				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	36	$12,449	$10,861	$15,487	$12,570	1				
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER $50 MILLION	19	$15,504	$12,295	$18,328	$16,200	2				
$50 TO $99 MILLION	31	$15,467	$12,471	$18,980	$15,156	3				
$100 TO $249 MILLION	22	$14,820	$11,676	$18,320	$14,483	5				
$250 TO $499 MILLION	11	$15,346	$12,027	$18,594	$15,152	11				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	88	$15,246	$12,160	$18,560	$15,072	6				
204 TELEPHONE OPERATOR										
UNDER $50 MILLION	10	$12,454	$12,072	$15,615	$12,402	1				
$50 TO $99 MILLION	16	$13,399	$10,872	$15,616	$12,343	1				
$100 TO $249 MILLION	14	$13,031	$10,365	$14,821	$12,122	1				
$250 TO $499 MILLION	7	$14,561	$10,615	$16,221	$15,120	2				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	50	$13,284	$10,929	$15,657	$12,498	1				
205 SECRETARY										
UNDER $50 MILLION	17	$15,397	$12,758	$18,337	$15,600	1				
$50 TO $99 MILLION	29	$17,513	$13,709	$20,994	$17,440	3				
$100 TO $249 MILLION	17	$16,015	$12,693	$19,676	$16,120	6				
$250 TO $499 MILLION	10	$16,367	$13,325	$19,831	$16,000	9				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	77	$16,566	$13,240	$20,002	$16,766	6				

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
206 EXECUTIVE SECRETARY										
UNDER $50 MILLION	21	$21,647	$17,648	$26,149	$21,240	1				
$50 TO $99 MILLION	29	$22,793	$16,843	$26,466	$21,600	2				
$100 TO $249 MILLION	19	$20,989	$15,408	$24,235	$20,300	3				
$250 TO $499 MILLION	7	$20,975	$16,524	$25,452	$19,696	3				
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	80	$21,926	$16,559	$25,603	$21,195	2				
207 LEGAL SECRETARY										
UNDER $50 MILLION	5	$19,613	$14,529	$23,163	$20,000	2				
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$20,230	$15,134	$24,080	$20,338	3				
208 UNIVERSAL TELLER										
UNDER $50 MILLION	23	$13,120	$11,147	$16,514	$12,950	6				
$50 TO $99 MILLION	30	$13,179	$10,988	$16,765	$13,113	10				
$100 TO $249 MILLION	18	$12,728	$10,682	$16,470	$12,330	22				
$250 TO $499 MILLION	9	$12,978	$11,009	$16,755	$12,159	38				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	85	$12,990	$10,977	$16,610	$12,600	21				
209 HEAD TELLER										
UNDER $50 MILLION	21	$14,971	$12,787	$18,882	$14,628	1				
$50 TO $99 MILLION	29	$15,755	$13,242	$20,037	$15,840	2				
$100 TO $249 MILLION	19	$15,484	$12,413	$18,606	$14,910	4				
$250 TO $499 MILLION	8	$15,495	$12,524	$20,156	$15,598	7				
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	82	$15,488	$12,937	$19,551	$15,454	3				

GEOGRAPHIC REGION X RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
301 SR COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	17	$47,690	$40,319	$63,622	$49,000	2	44	6	3	4
$50 TO $99 MILLION	26	$55,155	$38,053	$59,209	$54,379	1	43	4	3	6
$100 TO $249 MILLION	13	$47,187	$30,936	$50,686	$46,744	2	46	5	3	4
$250 TO $499 MILLION	9	$48,395	$35,740	$57,090	$51,948	5	43	6	5	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	70	$50,008	$36,221	$57,436	$49,663	3	44	5	3	5
302 COMMERCIAL LOAN OFFICER										
UNDER $50 MILLION	14	$31,096	$21,926	$34,491	$27,550	2	37	3	2	2
$50 TO $99 MILLION	22	$37,493	$27,139	$42,236	$35,139	2	40	4	3	3
$100 TO $249 MILLION	17	$35,582	$25,204	$39,015	$32,400	3	44	4	3	3
$250 TO $499 MILLION	8	$33,540	$25,077	$38,937	$32,428	4	36	4	3	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	64	$35,025	$25,784	$40,220	$32,364	3	40	4	3	3
303 SR CONSUMER LOAN OFFICER										
UNDER $50 MILLION	5	$38,989 *	$40,000	$50,000	$42,000	1	48	4	4	3
$50 TO $99 MILLION	6	$39,270	$30,647	$40,723	$36,820	1	46	6	3	9
$100 TO $249 MILLION	6	$28,563	$21,999	$33,345	$26,939	2	42	6	4	1
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	$34,179	$25,815	$37,812	$33,500	2	45	6	3	6
304 CONSUMER LOAN OFFICER										
UNDER $50 MILLION	7	$25,985	$23,750	$30,000	$26,000	1	37	4	3	1
$50 TO $99 MILLION	14	$29,956	$20,619	$32,996	$26,900	2	41	4	2	2
$100 TO $249 MILLION	13	$25,776	$19,912	$29,742	$24,840	2	40	6	5	3
$250 TO $499 MILLION	7	$23,777	$18,985	$29,764	$24,970	4	38	5	4	110
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	45	$27,053	$20,319	$31,160	$25,200	2	40	5	3	9
305 SR MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$51,067 *	$26,749	$39,163	$52,450 *	1	41	4	4	5
$100 TO $249 MILLION	10	$43,487	$30,695	$50,590	$41,400	1	46	5	3	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	23	$45,257	$30,133	$46,650	$42,408	1	43	4	3	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	10	$29,938	$21,655	$34,200	$29,895	1	36	3	2	3
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	19	$30,119	$23,749	$35,857	$29,875	2	36	4	2	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	8	$33,683	$28,475	$47,985	$31,760	1	46	4	4	2
308 CORPORATE TRUST OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$45,729	$29,448	$48,616	$37,884	2	52	6	5	8
309 PERSONAL TRUST OFFICER										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
310 STAFF ATTORNEY										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$62,025	$46,832	$75,102	$62,025	1	40	4	7	2

GEOGRAPHIC REGION X   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
311 INTERNAL AUDITOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	10	$32,813	$28,975	$46,539	$32,000	1	48	5	3	3
$100 TO $249 MILLION	11	$29,424	$22,197	$34,883	$25,000	1	43	8	4	2
$250 TO $499 MILLION	7	$27,668	$21,139	$34,653	$23,817	1	33	5	3	
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$29,220	$23,449	$37,473	$28,440	1	42	7	3	2
312 LOAN REVIEW OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$34,234 *	$24,447	$33,939	$35,061 *	1	37	5	3	4
$100 TO $249 MILLION	8	$38,613 *	$24,652	$37,771	$37,734	1	50	7	4	3
$250 TO $499 MILLION	6	$48,262	$40,255	$63,879	$47,180	1	46	7	3	1
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	24	$37,598	$28,004	$41,757	$36,042	1	42	6	3	3
313 BUSINESS DEVELOPMENT OFFICER										
UNDER $50 MILLION	5	$22,238	$17,730	$28,980	$22,755	1	45	6	1	
$50 TO $99 MILLION	9	$37,968 *	$21,734	$35,404	$39,600 *	1	43	4	2	
$100 TO $249 MILLION	8	$37,354	$27,215	$43,585	$34,450	2	55	7	6	2
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	26	$34,457	$23,167	$37,595	$31,500	2	49	5	4	2
314 SYSTEMS ANALYST										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$32,223	$22,272	$35,640	$29,542	2	34	3	3	1
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	$32,463	$23,482	$35,766	$35,000	2	33	3	3	2
315 SR COMPUTER PROGRAMMER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	$31,659	$23,997	$38,010	$32,980	2	37	7	5	4

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GEOGRAPHIC REGION X   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
316 COMPUTER PROGRAMMER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$28,932	$18,660	$30,360	$25,300	2	36	3	3	1
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$27,287	$19,564	$30,242	$25,300	2	36	3	2	1
317 SR COMPUTER OPERATOR										
$50 TO $99 MILLION	5	$22,495	$16,958	$25,807	$21,800	1	33	3	1	4
$100 TO $249 MILLION	10	$20,419	$16,078	$24,815	$20,509	2	30	4	3	4
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	20	$20,590	$16,295	$25,054	$20,426	2	32	4	2	4
318 COMPUTER OPERATOR										
UNDER $50 MILLION	5	$13,622	$13,155	$19,276	$12,000 *	1	28	2	2	
$50 TO $99 MILLION	10	$16,545	$15,068	$22,542	$16,350	1	30	3	3	2
$100 TO $249 MILLION	12	$15,948	$12,911	$19,071	$15,300	2	31	3	2	1
$250 TO $499 MILLION	7	$16,102	$12,892	$19,306	$16,956	3	30	4	3	
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	37	$16,158	$13,827	$20,785	$16,008	2	30	3	2	2
319 STAFF APPRAISER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$28,128	$20,971	$32,314	$26,950	1	45	6	3	2
320 CONSUMER LOAN COLLECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$18,368	$13,850	$23,772	$18,000	2	36	3	2	
$250 TO $499 MILLION	9	$24,108	$18,679	$29,760	$22,8[illegible]0	2	41	5	4	1
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	24	$21,175	$16,594	$26,694	$19,722	2	37	4	3	1

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GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
321 PERSONNEL ASSISTANT										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$20,169	$15,547	$23,249	$20,400	1	42	4	2	1
$100 TO $249 MILLION	12	$20,241	$15,907	$23,705	$20,490	1	42	3	2	1
$250 TO $499 MILLION	8	$21,219	$16,901	$27,475	$20,760	1	41	7	4	4
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	$20,509	$16,279	$24,683	$20,580	1	40	5	3	2
322 EMPLOYMENT INTERVIEWER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
323 ASST BRANCH MANAGER(LARGE +31)										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$34,336	$24,873	$39,092	$34,813	2	38	5	2	14
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	$34,450	$25,884	$40,817	$34,625	2	40	7	3	22
324 ASST BRANCH MANAGER(MED 10-30)										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$32,154	$27,897	$44,295	$27,500 *	1	38	6	3	11
$100 TO $249 MILLION	10	$30,858	$22,729	$37,385	$26,660	2	40	7	3	16
$250 TO $499 MILLION	7	$31,570	$24,270	$38,505	$29,236	2	41	11	4	8
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	29	$31,930	$24,914	$39,848	$28,814	3	40	8	3	13
325 ASST BRANCH MANAGER(SMALL 10)										
$50 TO $99 MILLION	6	$31,176	$21,970	$33,945	$29,928	2	38	4	1	4
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$31,248	$24,016	$38,637	$30,158	2	40	5	2	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$26,483	$21,707	$32,529	$25,750	2	40	6	3	3
327 OFFICER TRAINEE (B.A.)										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$25,131	$18,016	$28,224	$26,400	2	32	3	2	
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$20,279	$16,994	$25,605	$17,700	3	31	3	2	
328 OFFICER TRAINEE (M.A.)										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	$23,779	$19,692	$30,063	$22,084	2	30	1	1	
329 ADVERTISING OFFICER										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	$27,707	$21,615	$32,701	$25,330	1	35	8	3	2
330 NEW ACCOUNTS OFFICER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$26,928	$19,487	$30,270	$23,550	1	46	7	5	2
$250 TO $499 MILLION	5	$20,524	$16,845	$25,718	$22,350	4	38	7	4	4
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	$23,801	$17,965	$27,266	$21,675	2	44	6	4	3

GEOGRAPHIC REGION X   RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
401 CHIEF EXECUTIVE OFFICER										
UNDER $50 MILLION	25	$78,597	$60,982	$102,270	$72,315	1	48	7	5	17
$50 TO $99 MILLION	32	$95,229	$67,508	$101,252	$93,000	1	50	6	6	38
$100 TO $249 MILLION	22	$108,571 *	$64,764	$102,146	$102,500 *	1	52	11	8	75
$250 TO $499 MILLION	11	$121,526	$85,680	$157,890	$123,000	1	53	14	8	216
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	95	$100,551	$79,407	$127,650	$94,375	1	51	9	6	151
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER $50 MILLION	10	$49,574	$47,811	$70,464	$48,070	1	40	4	3	11
$50 TO $99 MILLION	17	$62,948	$48,200	$80,353	$58,000	1	47	7	5	24
$100 TO $249 MILLION	15	$80,335	$72,000	$118,000	$80,746	1	49	8	6	48
$250 TO $499 MILLION	8	$94,256	$60,810	$95,670	$83,550	1	51	12	6	187
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	55	$77,547	$67,044	$105,112	$72,000	1	47	8	5	182
403 CHIEF FINANCIAL OFFICER										
UNDER $50 MILLION	15	$49,331	$38,358	$65,562	$53,300	1	42	4	4	9
$50 TO $99 MILLION	23	$56,401	$44,060	$68,865	$58,000	1	45	4	3	10
$100 TO $249 MILLION	15	$62,632	$44,035	$72,755	$65,000	1	48	7	5	7
$250 TO $499 MILLION	8	$68,850	$52,485	$85,395	$67,250	1	47	9	6	42
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	65	$59,235	$46,208	$75,048	$58,250	1	45	6	4	16
404 SR OPERATIONS OFFICER										
UNDER $50 MILLION	10	$34,307	$31,709	$45,998	$31,050 *	1	41	6	5	14
$50 TO $99 MILLION	17	$34,543	$28,834	$44,433	$34,980	1	38	3	2	14
$100 TO $249 MILLION	18	$40,965	$29,803	$47,085	$38,285	1	41	10	3	31
$250 TO $499 MILLION	9	$49,132	$38,212	$62,198	$49,000	1	43	8	5	45
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	57	$40,838	$33,979	$52,660	$36,500	1	41	7	4	33
405 OPERATIONS OFFICER										
UNDER $50 MILLION	22	$24,051	$19,792	$29,810	$23,736	1	38	5	3	9
$50 TO $99 MILLION	29	$27,347	$20,021	$30,511	$23,400	2	36	4	3	13
$100 TO $249 MILLION	21	$24,736	$20,380	$32,045	$23,874	4	34	5	3	12
$250 TO $499 MILLION	8	$26,493	$23,275	$37,905	$24,643	6	39	7	3	44
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	82	$26,323	$21,140	$32,848	$23,937	3	37	5	3	16

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
406 PERSONNEL OFFICER/DIRECTOR										
UNDER $50 MILLION	5	$26,565	$22,956	$37,008	$26,400	1	37	4	2	1
$50 TO $99 MILLION	14	$34,300	$24,035	$34,797	$34,525	1	41	7	3	11
$100 TO $249 MILLION	15	$31,903	$26,941	$42,485	$30,900	1	42	5	3	20
$250 TO $499 MILLION	10	$40,576	$33,490	$53,876	$40,736	1	49	11	7	3
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	48	$36,146	$28,353	$44,284	$34,525	1	43	8	4	12
407 MARKETING OFFICER										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	12	$38,620	$27,467	$41,885	$38,400	1	40	3	2	1
$100 TO $249 MILLION	9	$37,123	$31,585	$49,094	$34,500	1	44	8	4	2
$250 TO $499 MILLION	8	$48,731	$36,492	$58,466	$47,610	1	46	6	5	2
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	36	$42,425	$33,047	$53,089	$39,890	1	43	5	4	6
408 CONTROLLER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$40,265	$30,466	$47,076	$34,700	1	41	3	2	3
$100 TO $249 MILLION	10	$42,763	$32,918	$51,360	$42,983	1	43	7	4	3
$250 TO $499 MILLION	8	$44,123	$33,683	$54,290	$43,185	1	45	9	5	5
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	31	$43,742	$33,789	$53,520	$41,236	1	44	7	4	6
409 GENERAL ACCOUNTING MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$28,668 *	$15,852	$25,296	$28,800 *	1	40	7	4	4
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	$29,249	$21,559	$33,657	$29,850	1	34	7	3	5
410 BRANCH ADMINISTRATION OFFICER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	7	$46,794	$33,012	$68,649	$40,000	1	42	7	3	20
$250 TO $499 MILLION	5	$50,677	$36,310	$61,750	$54,348	1	42	9	5	10
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	$53,957	$38,250	$66,465	$54,264	1	44	9	4	46

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GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
411 BRANCH MANAGER (LARGE +31)										
$50 TO $99 MILLION	7	$44,797	$32,000	$48,000	$44,520	1	49	10	9	13
$100 TO $249 MILLION	8	$51,583	$40,497	$66,966	$52,980	1	49	10	6	25
$250 TO $499 MILLION	7	$48,971	$36,978	$57,395	$50,000	1	41	6	4	38
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	26	$48,641	$38,644	$60,699	$49,503	2	47	10	6	29
412 BRANCH MANAGER (MEDIUM 10-30)										
UNDER $50 MILLION	5	$37,536	$30,333	$42,000	$36,000	2	43	3	2	13
$50 TO $99 MILLION	18	$44,996	$34,979	$55,210	$46,268	1	41	4	3	15
$100 TO $249 MILLION	16	$40,273	$28,777	$49,107	$40,266	3	45	7	4	13
$250 TO $499 MILLION	9	$46,212	$31,465	$57,446	$44,664	7	45	9	5	32
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	52	$43,179	$31,911	$52,535	$43,632	4	44	7	4	20
413 BRANCH MANAGER (SMALL 10)										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	15	$39,437	$28,574	$41,872	$33,600	2	39	8	3	6
$100 TO $249 MILLION	13	$32,453	$22,797	$37,289	$33,600	4	42	7	3	7
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	39	$35,310	$26,988	$41,391	$33,370	3	42	7	3	8
414 DATA PROCESSING DIRECTOR										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$40,987 *	$24,204	$40,032	$45,024 *	1	40	5	3	9
$250 TO $499 MILLION	6	$52,160	$38,970	$61,697	$51,877	1	41	9	6	29
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	$43,971	$32,658	$51,170	$45,024	1	37	6	4	16
415 COMPUTER CENTER MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$31,729	$27,223	$40,673	$32,550	1	35	4	3	4
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	$35,704	$30,715	$47,874	$33,996	1	38	5	4	13

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GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MEAN SALARY RANGE MAXIMUM	MEDIAN BASE SALARY	MEAN NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	MEAN YRS IN POSITION	MEAN EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$42,624	$30,180	$47,854	$42,420	1	40	5	5	7
417 DP OPERATIONS SUPERVISOR										
UNDER $50 MILLION	3	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$25,877	$18,750	$29,298	$24,768	1	39	11	6	6
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	6	$28,875	$21,658	$34,370	$28,620	1	35	7	5	9
$500 TO $999 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	23	$26,668	$21,937	$34,392	$23,940	1	36	7	4	8
418 PURCHASING MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	5	$21,334	$17,554	$27,678	$20,218	1	43	4	3	2
$100 TO $249 MILLION	5	$18,600	$16,904	$24,887	$18,648	1	37	7	4	1
$250 TO $499 MILLION	6	$30,836	$24,747	$39,167	$30,920	1	50	18	5	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	21	$26,622	$22,041	$34,663	$27,050	1	44	10	4	4
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	6	$38,641	$29,341	$49,879	$32,473	1	43	3	3	3
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	3	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	17	$45,580	$32,857	$53,263	$42,700	1	44	5	2	7
420 CONSUMER LOAN DEPT MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	7	$48,919	$40,150	$68,545	$45,000	1	47	9	4	9

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF	MEAN	MEAN SALARY RANGE		MEDIAN	MEAN				
	BANKS	BASE SALARY	MINIMUM	MAXIMUM	BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
421 MORTGAGE LOAN DEPT MANAGER										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	7	$51,298	$33,960	$56,484	$48,000	1	43	3	5	5
$100 TO $249 MILLION	7	$53,788	$35,048	$57,129	$49,440	1	40	3	3	6
$250 TO $499 MILLION	5	$53,563	$36,876	$60,630	$54,000	1	45	2	2	9
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	21	$53,993	$37,436	$60,074	$50,400	1	44	4	3	10
422 COMMERCIAL LOAN DEPT MANAGER										
UNDER $50 MILLION	4	INSUFFICIENT DATA								
$50 TO $99 MILLION	4	INSUFFICIENT DATA								
$100 TO $249 MILLION	5	$54,959 *	$31,980	$52,560	$51,000	1	47	3	2	6
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	16	$60,834	$47,959	$75,482	$59,100	1	44	3	3	10
423 SR TRUST OFFICER										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	$71,342	$52,680	$86,641	$71,200	1	52	8	7	40
424 TRUST OPERATIONS MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	$44,340	$33,156	$53,540	$44,472	1	46	17	4	31
425 TELEPHONE SUPERVISOR										
ALL BANKS		INSUFFICIENT DATA								

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GEOGRAPHIC REGION X RESULTS -- 1987

						MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
426 COMPENSATION & BENEFITS MGR										
$250 TO $499 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	2	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	$25,815	$18,950	$29,655	$26,820	1	46	9	4	2
428 INTERNAL AUDIT MANAGER										
$50 TO $99 MILLION	1	INSUFFICIENT DATA								
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	8	$39,313	$33,970	$54,536	$40,046	1	44	8	4	3
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	16	$39,874	$33,424	$52,885	$40,046	1	43	11	6	7
429 SECURITY MANAGER										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	$41,386	$28,390	$44,781	$36,828	1	46	13	3	24
430 CONSUMER LOAN COLLECTION MGR										
UNDER $50 MILLION	1	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	4	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	$37,731	$28,264	$45,243	$35,400	1	46	9	8	5

GEOGRAPHIC REGION X RESULTS -- 1987

			MEAN SALARY RANGE			MEAN				
	NO. OF BANKS	MEAN BASE SALARY	MINIMUM	MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
431 TRAINING DIRECTOR										
$100 TO $249 MILLION	1	INSUFFICIENT DATA								
$250 TO $499 MILLION	5	$34,278	$26,106	$41,138	$33,240	1	45	8	6	2
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	9	$34,307	$25,618	$40,064	$34,560	1	41	7	5	4
432 EMPLOYMENT MANAGEMENT										
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	$34,240	$28,359	$45,029	$35,100	1	40	12	5	4
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER $50 MILLION	2	INSUFFICIENT DATA								
$50 TO $99 MILLION	2	INSUFFICIENT DATA								
$100 TO $249 MILLION	4	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	$48,381	$37,385	$55,673	$48,143	1	48	6	5	2
434 SR INTERNATIONAL BANKING OFFIC										
$100 TO $249 MILLION	3	INSUFFICIENT DATA								
$250 TO $499 MILLION	2	INSUFFICIENT DATA								
$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	$44,266	$35,108	$55,867	$40,387	1	46	9	4	13
435 SR INVESTMENT OFFICER										
$50 TO $99 MILLION	3	INSUFFICIENT DATA								
$100 TO $249 MILLION	6	$38,111	$28,677	$43,135	$38,958	1	54	12	4	43
$500 TO $999 MILLION	1	INSUFFICIENT DATA								
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	$45,343	$32,304	$49,868	$38,958	1	46	11	5	35

GEOGRAPHIC REGION X RESULTS -- 1987

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	MEAN				
			MINIMUM	MAXIMUM		NO OF INCUMBENTS	AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC										
$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	2	INSUFFICIENT DATA								

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1986-87

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10/24/88

1988 Bank Cash Compensation Survey

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Bank Administration Institute

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Introduction

This is the 15th annual bank salary survey conducted by Bank Administration Institute. The *1988 BAI Bank Cash Compensation Survey* includes 140 exempt and nonexempt positions.

The survey questionnaires were initially sent to financial institutions in March, 1988. A total of 1,126 banks provided usable survey data. These banks range in asset size from under $50 million to over $1 billion.*

Results are reported at both national and regional levels by bank asset category. The six asset categories used in this survey are: under $50 million, $50-$99, $100-$249, $250-$499, $500-$999, and $1 billion and over. Survey data is provided for the following 10 geographic regions:

Region	I	—	NEW ENGLAND:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region	II	—	MID ATLANTIC:	New Jersey, New York, Pennsylvania
Region	III	—	SOUTH ATLANTIC:	Delaware, Maryland, Virginia, Washington, D.C.
Region	IV	—	SOUTH-EAST:	Florida, Georgia, North Carolina, South Carolina
Region	V	—	EAST-NORTH CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region	VI	—	EAST-SOUTH CENTRAL:	Alabama, Kentucky, Mississippi, Tennessee, West Virginia
Region	VII	—	WEST-NORTH CENTRAL:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Region	VIII	—	WEST-SOUTH CENTRAL:	Arkansas, Louisiana, Oklahoma, Texas
Region	IX	—	MOUNTAIN:	Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming
Region	X	—	PACIFIC:	Alaska, California, Hawaii, Nevada, Oregon, Washington

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*Note: When data warrant, state or local area salary information can be obtained for a moderate fee by contacting BAI's Compensation Advisory Services Group at 800/323-8552.

Position Titles

The *1988 BAI Bank Cash Compensation Survey* includes the following 140 job positions commonly found in banking (listed alphabetically by title):

203	Accountant
975	Administrative Assistant
437	Agricultural Loan Officer II
436	Agricultural Loan Officer III/Sr.
709	Assistant Branch Manager I
708	Assistant Branch Manager II
707	Assistant Branch Manager III
104	Attorney, Staff
301	Auditor
303	Auditor, Staff/Assistant
204	Bank Investment Officer
703	Branch Administration Manager
706	Branch Manager I
705	Branch Manager II
704	Branch Manager III
403	Business Development Officer
406	Cash Management Officer
101	Chief Executive Officer
102	Chief Financial Officer
103	Chief Operating Officer
511	Clerk, Check Processing/Transit
506	Clerk, File/Statement
978	Clerk I
207	Clerk I, Accounting
505	Clerk I, Bookkeeping & Operations
981	Clerk I, Multi-Purpose/Utility
206	Clerk II, Accounting
504	Clerk II, Bookkeeping & Operations
980	Clerk II, Multi-Purpose/Utility
522	Clerk, International Operations
519	Clerk, Lock Box
982	Clerk, Mail
979	Clerk, Part-Time
714	Clerk, Safe Deposit
810	Clerk, Trust Operations
516	Clerk, Wire Transfer
427	Clerk/Processor, Commercial Loan
435	Clerk/Processor, Consumer Loan
415	Clerk/Processor, Loan Department
421	Clerk/Processor, Mortgage Loan
425	Commercial Loan Officer I/Jr.
424	Commercial Loan Officer II
423	Commercial Loan Officer III/Sr.
302	Compliance Officer
610	Computer Operator I
432	Consumer Loan Collections Officer
433	Consumer Loan Collector
431	Consumer Loan Officer I/Jr.
430	Consumer Loan Officer II
429	Consumer Loan Officer III/Sr.
202	Controller
807	Corporate Trust Officer I/Jr.
806	Corporate Trust Officer III/Sr.
404	Correspondent Banking Officer
408	Credit Analyst I
407	Credit Analyst II
954	Custodian
713	Customer Service Representative
712	Customer Service Representative, Sr.
607	Data Entry
925	Director of Marketing
601	Head of Data Proc./Information Sys.
901	Head of Human Resources
401	Head of Lending
501	Head of Operations
701	Head of Retail Banking
801	Head of Trust
903	Human Resources Assistant
902	Human Resources Director
405	International Banking Officer
412	Loan Officer I/Jr.
411	Loan Officer II
410	Loan Officer III/Sr.
402	Loan Operations Officer
953	Maintenance Service Worker
502	Manager, Bookkeeping
507	Manager, Check Processing
422	Manager, Commercial Loan Dept.
608	Manager, Computer Operations
428	Manager, Consumer Loan Department
951	Manager, Facilities
520	Manager, International Operations
409	Manager, Loan Department (General)
517	Manager, Lock Box
416	Manager, Mortgage Loan Department
512	Manager, Operations Dept. (General)
950	Manager, Purchasing
710	Manager, Retail Banking Dept.
602	Manager, Systems & Programming
715	Manager, Teller Operations
802	Manager, Trust Department
809	Manager, Trust Operations
514	Manager, Wire Transfer
926	Marketing Coordinator
955	Messenger/Courier
419	Mortgage Loan Officer I/Jr.
418	Mortgage Loan Officer II
417	Mortgage Loan Officer III/Sr.
805	Personal Trust Officer I/Jr.

Job positions (listed alphabetically by title) - Continued

804	Personal Trust Officer III/Sr.
711	Personal/Private Banker
604	Programmer I
603	Programmer II
509	Proof Operator
985	Receptionist/Typist
426	Secretary, Commercial Loan
434	Secretary, Consumer Loan
976	Secretary, Executive
414	Secretary I, Loan Department
413	Secretary II, Loan Department
420	Secretary, Mortgage Loan
977	Secretary, Multi-Purpose/Utility
702	Secretary, Retail Banking
808	Securities Analyst
952	Security Guard
510	Sorter Operator
205	Supervisor, Accounting
503	Supervisor, Bookkeeping
508	Supervisor, Check Processing
609	Supervisor, Computer Operations
521	Supervisor, International Operations
518	Supervisor, Lock Box
513	Supervisor, Operations Dept. (General)
716	Supervisor, Teller Operations
515	Supervisor, Wire Transfer
984	Switchboard/Telephone Operator
606	Systems Analyst
605	Systems Analyst, Sr./Proj. Leader
201	Tax Manager
720	Teller, ATM
717	Teller, Head
719	Teller, I
718	Teller, II
721	Teller, Note/Loan
723	Teller, Part-Time
724	Teller, Peak-Time
722	Teller, Vault
904	Training Director
905	Trainee, Officer/Management
803	Trust Investment Officer
983	Word Processing Operator

Position Titles

The *1988 BAI Bank Cash Compensation Survey* includes the following 140 job positions commonly found in banking (listed in numerical sequence/departmental breakout):

EXECUTIVE
101 Chief Executive Officer
102 Chief Financial Officer
103 Chief Operating Officer
104 Attorney, Staff

ACCOUNTING & FINANCE
201 Tax Manager
202 Controller
203 Accountant
204 Bank Investment Officer
205 Supervisor, Accounting
206 Clerk II, Accounting
207 Clerk I, Accounting

AUDIT & LEGAL
301 Auditor
302 Compliance Officer
303 Auditor, Staff/Assistant

LENDING
401 Head of Lending
Loan Operations
402 Loan Operations Officer
403 Business Development Officer
404 Correspondent Banking Officer
405 International Banking Officer
406 Cash Management Officer
407 Credit Analyst II
408 Credit Analyst I
General Lending*
409 Manager, Loan Department (General)
410 Loan Officer [illegible]
411 Loan Officer [illegible]
412 Loan Officer I/Jr.
413 Secretary II, Loan Department
414 Secretary I, Loan Department
415 Clerk/Processor, Loan Department
Mortgage/Real Estate Lending
416 Manager, Mortgage Loan Department
417 Mortgage Loan Officer III/Sr.
418 Mortgage Loan Officer II
419 Mortgage Loan Officer I/Jr.
420 Secretary, Mortgage Loan
421 Clerk/Processor, Mortgage Loan
Commercial Lending
422 Manager, Commercial Loan Dept.
423 Commercial Loan Officer III/Sr.
424 Commercial Loan Officer II
425 Commercial Loan Officer I/Jr.
426 Secretary, Commercial Loan
427 Clerk/Processor, Commercial Loan
Consumer/Installment Lending
428 Manager, Consumer Loan Department
429 Consumer Loan Officer III/Sr.
430 Consumer Loan Officer II
431 Consumer Loan Officer I/Jr.
432 Consumer Loan Collections Officer
433 Consumer Loan Collector
434 Secretary, Consumer Loan
435 Clerk/Processor, Consumer Loan
Farming/Agricultural Lending
436 Agricultural Loan Officer III/Sr.
437 Agricultural Loan Officer II

OPERATIONS
501 Head of Operations
Reconciliation
502 Manager, Bookkeeping
503 Supervisor, Bookkeeping
504 Clerk II, Bookkeeping & Operations
505 Clerk I, Bookkeeping & Operations
506 Clerk, File/Statement
Check Processing
507 Manager, Check Processing
508 Supervisor, Check Processing
509 Proof Operator
510 Sorter Operator
511 Clerk, Check Processing/Transit
General Operations*
512 Manager, Operations Dept. (General)
513 Supervisor, Operations Dept.(Gen'l)
Wire Transfer
514 Manager, Wire Transfer
515 Supervisor, Wire Transfer
516 Clerk, Wire Transfer
Lock Box
517 Manager, Lock Box
518 Supervisor, Lock Box
519 Clerk, Lock Box

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*This area covers multiple areas of responsibility - see job descriptions. For larger banks, see specific titles/functions listed.

Job positions (listed departmentally) - Continued

	International Operations
520	Manager, International Operations
521	Supervisor, International Operations
522	Clerk, International Operations

DATA PROCESSING

601	Head of Data Proc./Information Sys.
	Systems & Programming
602	Manager, Systems & Programming
603	Programmer II
604	Programmer I
605	Systems Analyst, Sr./Proj. Leader
606	Systems Analyst
607	Data Entry
	Computer Operations
608	Manager, Computer Operations
609	Supervisor, Computer Operations
610	Computer Operator I

RETAIL BANKING

701	Head of Retail Banking
702	Secretary, Retail Banking
	Branch Banking
703	Branch Administration Manager
704	Branch Manager III
705	Branch Manager II
706	Branch Manager I
707	Assistant Branch Manager III
708	Assistant Branch Manager II
709	Assistant Branch Manager I
	Customer Service
710	Manager, Retail Banking Dept.
711	Personal/Private Banker
712	Customer Service Representative, Sr.
713	Customer Service Representative
714	Clerk, Safe Deposit
	Teller Operations
715	Manager, Teller Operations
716	Supervisor, Teller Operations
717	Teller, Head
718	Teller, II
719	Teller, I
720	Teller, ATM
721	Teller, Note/Loan
722	Teller, Vault
723	Teller, Part-Time
724	Teller, Peak-Time

TRUST

801	Head of Trust
	Trust Department
802	Manager, Trust Department
803	Trust Investment Officer
804	Personal Trust Officer III/Sr.
805	Personal Trust Officer I/Jr.
806	Corporate Trust Officer III/Sr.
807	Corporate Trust Officer I/Jr.
808	Securities Analyst
	Trust Operations
809	Manager, Trust Operations
810	Clerk, Trust Operations

HUMAN RESOURCES/PERSONNEL

901	Head of Human Resources
902	Human Resources Director
903	Human Resources Assistant
904	Training Director
905	Trainee, Officer/Management

MARKETING

925	Director of Marketing
926	Marketing Coordinator

ADMINISTRATIVE SERVICES

950	Manager, Purchasing
951	Manager, Facilities
952	Security Guard
953	Maintenance Service Worker
954	Custodian
955	Messenger/Courier

OFFICE SERVICES

975	Administrative Assistant
976	Secretary, Executive
977	Secretary, Multi-Purpose/Utility
978	Clerk I
979	Clerk, Part-Time
980	Clerk II, Multi-Purpose/Utility
981	Clerk I, Multi-Purpose/Utility
982	Clerk, Mail
983	Word Processing Operator
984	Switchboard/Telephone Operator
985	Receptionist/Typist

Guidelines and Definitions

Descriptions of the responsibilities of 140 bank job titles provided in the *Benchmark Position Descriptions* accompanied the survey's data input form. Participants were asked to identify positions in their banks that most closely resemble the benchmark descriptions. As a rule of thumb, when a position incumbent performed more than one-half of the responsibilities described in the benchmark description, a position match existed. Additionally, when an incumbent's responsibility was covered by more than one benchmark description, we recommended reporting the highest level of responsibility. Salary and demographic data were collected based on each position match. All survey data were edited before analysis, and discrepancies were resolved with respondent banks.

Number of Banks	The actual number of banks that submitted usable data for each benchmark position. Salary and demographic data are reported for each asset category with three or more respondents.
Mean Number of Incumbents	The arithmetic average of the reported total number of incumbents for each matched position.
Weighted Average	The data reported is first multiplied by the number of employees in the position. The results are summed and then divided by the total number of employees in the position. The weighted average comes closest to the amount earned by the average employee in a classification (rather than what the average firm pays for that classification). Weighted averages are heavily impacted by data at the extreme of a distribution. You will find weighted averages in the survey that are less than the 25th percentile or greater than the 75th percentile salary rates. These reflect the influence of banks in the sample that lie at the extreme of the distribution and pay multiple incumbents at a rate much less than or much greater than the norm.
25th Percentile	The value in a distribution below which 25% and above which 75% of the sample lies.
50th Percentile	The point in an ordered distribution at which an equal number of values are above and below it.
75th Percentile	The value in a distribution below which 75% and above which 25% of the sample lies.
Number of Banks with Bonus	The actual number of banks that submitted usable bonus data for each benchmark position. Salary and demographic data are reported for each asset category with three or more respondents.

Mean Number of Incumbents Receiving Bonus	The arithmetic average of the reported total number of incumbents receiving bonuses for each matched position.
Mean Bonus	The arithmetic average of the reported bonuses paid (the sum of the actual bonus divided by the number of banks reporting bonus data) for each matched position.
Total Compensation - Banks with Bonus	Only for those banks reporting bonus/incentive data, this number is the arithmetic average of the base salary in addition to the reported bonuses paid for each matched position.
Part-time Employees	Data requested for the part-time tellers, peak-time tellers and part-time clerks (positions 723, 724 and 979 respectively) was an average **hourly** rate for these three positions only. For reporting purposes, we multiplied the mean hourly rate by 2080 hours (40 hrs/wk) to come up with an average yearly rate.

Weighted Average:

Employees		Salary		
5	X	15,400	=	$ 77,000
4	X	20,100	=	80,400
4	X	18,700	=	74,800
2	X	19,600	=	39,200
3	X	22,300	=	66,900
7	X	23,000	=	161,000
25				$499,300

$$\frac{\$499{,}300}{25} = \$19{,}972$$

Weighted Average = 19,972

Percentiles:

Salary Array		
$14,800		
15,500		
16,400		
17,200	$17,200	25th Percentile
17,300		
18,300		
18,700		
19,200	19,200	50th Percentile
20,000		
20,500		
21,200		
21,700	21,700	75th Percentile
22,000		
22,900		
23,500		

Updating Salary Survey Information

All survey data are effective as of January 1, 1988. Survey participants reported salary planning information as part of the 1988 salary survey. Nationally, the average salary increase for 1988 in the banking industry was as follows:

1988 Budgeted Salary Increases		1988 Budgeted Salary Range Increases	
Exempt positions:	5.49%	Exempt positions:	5.20%
Nonexempt positions:	5.24%	Nonexempt positions:	5.02%

Nationally, the projected average salary increase for 1989 is as follows:

1989 Projected Salary Increases		1989 Projected Salary Range Increases	
Exempt positions:	5.26%	Exempt positions:	4.74%
Nonexempt positions:	5.11%	Nonexempt positions:	4.58%

In order to keep pace with inflation or changes in the marketplace, the 1988 salary increase figure can be prorated by the months elapsed since data collection. This will yield an update percentage that can be applied to salary data in this report.

The example shown illustrates this technique.

Objective: To extrapolate nonexempt salary data to September 1, 1988

Number of Months Elapsed Since Data Collection: 9

Nonexempt salary increase figure: 5.24%

$$\frac{9 \text{ x } 5.24\%}{12 \text{ months}} = \frac{47.16}{12} = 3.93\% \text{ update factor}$$

Objective: To apply update factor to salary data

Salary (as of January 1, 1988):	$22,500
Add update factor of 3.93%	884
Salary as of September 1, 1988	$23,384

Number of Respondents by State

Following is a list of respondents by state.

4	Alabama
2	Alaska
3	Arizona
26	Arkansas
78	California
36	Colorado
11	Connecticut
3	Delaware
0	District of Columbia
48	Florida
33	Georgia
0	Hawaii
6	Idaho
138	Illinois
57	Indiana
32	Iowa
36	Kansas
28	Kentucky
20	Louisiana
5	Maine
14	Maryland
8	Massachusetts
39	Michigan
30	Minnesota
11	Mississippi
32	Missouri
9	Montana
20	Nebraska
3	Nevada
5	New Hampshire
23	New Jersey
11	New Mexico
31	New York
8	North Carolina
5	North Dakota
34	Ohio
27	Oklahoma
5	Oregon
48	Pennsylvania
0	Rhode Island
3	South Carolina
3	South Dakota
18	Tennessee
52	Texas
4	Utah
5	Vermont
17	Virginia
4	Washington
20	West Virginia
60	Wisconsin
11	Wyoming

National Results

NATIONAL DATA

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	1,087	1	$92.9	$63.0	$81.9	$110.1	744	1	$20.8	$116.2
UNDER $50 MILLION	299	1	61.4	48.1	60.0	72.1	189	1	8.5	69.8
$50-99 MILLION	273	1	75.8	61.1	73.1	86.0	192	1	16.6	93.8
$100-249 MILLION	315	1	97.7	81.1	97.1	110.3	205	1	23.0	123.0
$250-499 MILLION	114	1	132.4	110.1	130.1	154.1	92	1	32.2	167.8
$500-999 MILLION	48	1	155.2	125.1	152.6	184.2	34	1	29.1	193.2
$1 BILLION & OVER	38	1	225.8	175.2	208.5	256.3	32	1	79.1	301.2
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	497	1	59.9	44.1	55.7	70.1	322	1	10.1	70.8
UNDER $50 MILLION	66	1	41.8	34.2	40.8	47.5	38	1	4.2	45.9
$50-99 MILLION	97	1	52.1	41.6	50.0	62.1	64	1	7.5	60.2
$100-249 MILLION	178	1	55.6	45.0	53.5	65.0	101	1	9.9	65.6
$250-499 MILLION	84	1	67.0	52.2	66.9	77.7	68	1	12.7	80.6
$500-999 MILLION	39	1	74.3	61.6	71.1	87.1	25	1	8.9	89.3
$1 BILLION & OVER	33	1	106.9	78.0	93.7	124.0	26	1	24.5	128.9
103 CHIEF OPERATING OFFICER										
ALL BANKS	611	1	62.4	40.0	54.0	75.0	404	1	11.1	74.6
UNDER $50 MILLION	142	1	39.2	29.1	37.8	48.0	84	1	3.8	41.8
$50-99 MILLION	148	1	46.9	36.3	43.7	52.7	100	1	6.7	54.5
$100-249 MILLION	185	1	63.9	51.3	60.2	72.6	113	1	10.8	77.0
$250-499 MILLION	82	1	83.1	68.1	78.4	90.1	64	1	17.0	100.1
$500-999 MILLION	32	1	102.5	83.8	94.6	119.1	24	1	15.1	119.7
$1 BILLION & OVER	22	1	160.8	120.0	153.9	191.1	19	1	65.0	237.3
104 ATTORNEY, STAFF										
ALL BANKS	74	1	55.3	39.0	48.8	71.0	39	1	8.7	65.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	49.8	32.5	49.0	67.8	4	1	4.5	47.2
$100-249 MILLION	24	1	43.7	31.7	41.4	50.0	12	1	8.7	60.3
$250-499 MILLION	10	1	58.7	34.0	52.4	85.1	6	1	4.8	61.5
$500-999 MILLION	9	1	53.4	45.0	48.8	56.5	4	1	7.4	63.4
$1 BILLION & OVER	25	2	59.7	45.0	60.0	74.1	13	1	13.8	86.1
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	35	1	43.0	33.0	40.0	50.0	10	1	4.7	52.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	1	28.5	20.4	28.7	36.5	*	-	-	-
$500-999 MILLION	8	1	42.9	27.9	35.5	61.3	*	-	-	-
$1 BILLION & OVER	19	1	49.2	38.0	44.7	59.4	7	1	6.5	70.3
202 CONTROLLER										
ALL BANKS	480	1	38.4	30.0	36.6	44.4	229	1	4.1	42.5
UNDER $50 MILLION	45	1	28.9	22.2	29.5	34.5	18	1	1.5	27.5
$50-99 MILLION	94	1	30.9	24.9	30.5	36.5	55	1	2.9	32.9
$100-249 MILLION	182	1	36.9	30.8	36.0	42.2	76	1	3.6	40.8
$250-499 MILLION	82	1	42.8	36.0	42.5	48.2	44	1	5.4	48.5
$500-999 MILLION	43	1	44.0	38.5	44.1	49.0	23	1	4.6	49.2
$1 BILLION & OVER	34	1	61.5	49.0	56.0	73.1	13	1	10.2	85.6

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS	247	2	$23.4	$19.8	$23.4	$28.4	68	1	$1.9	$27.7
UNDER $50 MILLION	7	1	28.1	21.0	27.3	36.5	3	1	.9	27.7
$50-99 MILLION	29	1	23.2	19.2	22.5	26.3	10	1	2.1	28.3
$100-249 MILLION	94	1	23.9	19.5	22.5	29.0	26	1	1.3	25.5
$250-499 MILLION	54	1	25.0	21.1	24.3	29.5	18	1	2.9	32.4
$500-999 MILLION	33	2	22.3	19.9	22.4	25.5	8	1	1.8	25.5
$1 BILLION & OVER	30	6	22.7	19.8	23.9	26.0	3	2	.5	25.5
204 BANK INVESTMENT OFFICER										
ALL BANKS	143	1	42.9	28.1	40.0	54.0	61	1	5.7	49.5
UNDER $50 MILLION	4	1	41.9	22.9	45.6	57.3	*	-	-	-
$50-99 MILLION	19	1	28.1	21.0	23.8	33.0	13	1	2.3	29.1
$100-249 MILLION	40	1	36.4	28.2	33.8	44.7	14	1	3.0	42.3
$250-499 MILLION	35	1	42.8	29.5	42.9	48.4	14	1	5.5	50.1
$500-999 MILLION	23	1	49.7	37.2	54.0	59.8	10	1	5.0	55.2
$1 BILLION & OVER	22	1	58.7	45.0	54.3	65.1	8	1	20.2	99.3
205 SUPERVISOR, ACCOUNTING										
ALL BANKS	284	1	24.2	20.0	23.3	27.1	84	1	1.7	25.1
UNDER $50 MILLION	19	1	21.0	16.6	20.0	24.0	4	1	1.2	22.6
$50-99 MILLION	33	1	22.4	19.2	22.0	24.6	16	1	1.1	23.9
$100-249 MILLION	107	1	22.9	18.8	22.6	26.3	40	1	2.0	25.0
$250-499 MILLION	59	1	24.8	20.6	24.5	27.5	14	1	2.2	26.3
$500-999 MILLION	37	1	26.6	22.0	26.3	29.9	9	1	1.3	25.7
$1 BILLION & OVER	29	2	26.8	22.8	25.7	31.7	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS	515	2	15.6	13.5	15.4	17.5	118	2	.9	16.5
UNDER $50 MILLION	37	1	15.1	13.0	15.5	17.1	5	1	1.1	17.2
$50-99 MILLION	106	1	15.6	13.3	15.1	18.3	37	1	.8	17.4
$100-249 MILLION	204	2	15.4	13.4	15.3	17.2	50	2	.8	15.2
$250-499 MILLION	94	2	15.9	14.0	15.6	17.7	18	2	1.4	18.8
$500-999 MILLION	39	3	15.2	14.2	15.1	16.9	7	3	.6	14.0
$1 BILLION & OVER	35	6	15.9	14.1	15.7	18.4	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS	389	2	12.8	11.3	12.8	14.3	81	2	.6	13.2
UNDER $50 MILLION	28	1	13.4	10.9	13.4	15.4	7	1	.4	14.3
$50-99 MILLION	71	2	13.1	11.3	12.7	14.8	19	1	.8	14.0
$100-249 MILLION	153	2	12.4	11.0	12.8	14.0	37	2	.6	12.8
$250-499 MILLION	70	2	12.7	11.3	12.1	14.3	11	1	.8	13.1
$500-999 MILLION	34	2	13.0	11.9	13.0	14.2	6	1	.5	12.9
$1 BILLION & OVER	33	6	13.0	11.3	13.0	15.0	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS	555	1	31.0	21.6	29.0	37.4	244	1	2.8	33.4
UNDER $50 MILLION	48	1	22.0	16.0	20.3	29.1	22	1	2.3	23.7
$50-99 MILLION	121	1	23.2	18.8	21.6	27.0	61	1	1.7	24.3
$100-249 MILLION	224	1	28.8	23.0	27.5	33.1	86	1	1.9	30.0
$250-499 MILLION	93	1	37.9	32.0	37.3	43.2	44	1	5.0	45.1
$500-999 MILLION	34	1	43.7	37.1	41.6	48.0	18	1	4.5	45.8
$1 BILLION & OVER	35	2	42.2	42.5	50.6	61.0	13	1	5.5	64.3

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS....................	250	1	$29.7	$22.0	$27.6	$35.1	87	1	$2.5	$31.6
UNDER $50 MILLION...........	33	1	25.5	20.0	22.5	31.2	11	1	1.5	25.1
$50-99 MILLION..............	43	1	22.9	18.0	21.5	27.0	23	1	1.3	24.8
$100-249 MILLION............	83	1	30.0	22.9	27.3	33.0	31	1	3.9	36.7
$250-499 MILLION............	51	1	31.9	25.6	30.5	38.7	15	1	2.6	35.8
$500-999 MILLION............	20	1	34.4	27.9	34.6	41.5	3	1	1.8	40.7
$1 BILLION & OVER...........	20	1	37.9	28.4	35.5	44.2	4	1	2.5	36.9
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	323	2	21.8	15.5	18.6	23.2	73	2	1.2	20.7
UNDER $50 MILLION...........	8	1	16.8	11.9	17.4	20.4	*	-	-	-
$50-99 MILLION..............	36	1	16.1	13.1	15.5	17.2	12	1	.9	19.7
$100-249 MILLION............	128	1	17.9	14.5	17.2	19.6	31	1	1.0	18.2
$250-499 MILLION............	85	2	21.0	17.2	20.5	24.7	16	2	1.6	23.0
$500-999 MILLION............	35	4	25.9	17.6	22.5	29.2	10	3	1.7	28.1
$1 BILLION & OVER...........	31	6	24.2	20.7	23.5	26.7	*	-	-	-
LENDING										
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401 HEAD OF LENDING										
ALL BANKS....................	672	1	57.8	44.5	53.5	67.1	417	1	9.3	68.7
UNDER $50 MILLION...........	135	1	43.6	36.0	43.0	50.0	73	1	4.2	46.2
$50-99 MILLION..............	173	1	49.6	41.0	48.3	57.0	116	1	7.0	57.1
$100-249 MILLION............	229	1	58.1	48.5	55.2	66.0	133	1	9.4	68.2
$250-499 MILLION............	82	1	71.3	60.1	69.2	79.6	62	1	13.4	86.5
$500-999 MILLION............	34	1	85.8	70.1	85.5	94.3	21	1	14.1	101.5
$1 BILLION & OVER...........	19	1	117.6	85.5	117.1	140.1	12	1	33.3	175.0
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	368	1	26.5	20.3	24.3	30.0	131	1	2.1	28.6
UNDER $50 MILLION...........	63	1	22.0	17.0	21.1	25.2	32	1	1.8	25.0
$50-99 MILLION..............	78	1	24.4	19.0	23.5	28.6	30	1	1.9	26.9
$100-249 MILLION............	128	1	25.8	20.6	24.0	30.3	43	1	1.9	27.6
$250-499 MILLION............	56	1	28.5	22.8	27.5	32.9	15	1	2.9	33.0
$500-999 MILLION............	25	1	33.2	25.4	29.6	36.0	9	1	1.5	38.5
$1 BILLION & OVER...........	18	2	34.9	25.9	29.0	43.8	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	252	1	35.2	26.5	34.1	42.4	106	1	4.1	40.2
UNDER $50 MILLION...........	19	1	32.8	20.0	33.6	42.0	4	1	3.3	37.8
$50-99 MILLION..............	31	1	26.7	20.5	24.0	32.9	17	1	2.4	30.0
$100-249 MILLION............	108	1	34.8	26.6	34.4	41.7	49	1	3.9	39.9
$250-499 MILLION............	53	1	39.1	29.8	35.0	45.0	21	1	4.8	41.6
$500-999 MILLION............	24	1	40.2	28.8	37.9	50.6	10	1	6.1	54.2
$1 BILLION & OVER...........	17	2	34.9	31.5	36.3	41.8	5	1	5.0	41.8
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	43	1	42.2	34.1	39.0	50.0	12	1	5.5	57.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	13	1	37.2	36.0	37.3	40.0	3	1	3.4	41.9
$250-499 MILLION............	12	1	46.3	35.1	49.5	60.8	8	1	6.2	62.6
$500-999 MILLION............	6	2	43.4	37.5	43.7	45.0	*	-	-	-
$1 BILLION & OVER...........	10	1	44.0	33.9	40.8	51.0	*	-	-	-

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS....................	24	1	$45.7	$30.2	$38.7	$60.2	11	1	$3.9	$52.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	33.5	25.0	33.6	42.0	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	2	49.8	26.7	55.0	60.0	*	-	-	-
$500-999 MILLION............	7	1	39.6	28.5	35.5	44.1	*	-	-	-
$1 BILLION & OVER...........	9	1	52.6	32.2	60.3	69.1	5	1	5.8	64.3
406 CASH MANAGEMENT OFFICER										
ALL BANKS....................	38	2	37.5	28.7	34.5	45.8	10	2	4.6	40.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	33.2	24.3	35.0	49.5	*	-	-	-
$250-499 MILLION............	5	1	36.2	24.3	38.3	42.2	*	-	-	-
$500-999 MILLION............	9	2	32.7	29.6	30.7	33.9	4	2	2.4	32.0
$1 BILLION & OVER...........	15	2	41.6	28.7	38.5	47.5	4	3	5.4	47.7
407 CREDIT ANALYST II										
ALL BANKS....................	237	1	22.7	18.4	21.6	26.0	63	1	1.3	23.1
UNDER $50 MILLION...........	12	1	22.2	18.2	21.5	24.8	3	1	.8	28.8
$50-99 MILLION..............	40	1	21.9	16.5	19.6	25.6	20	1	1.1	20.2
$100-249 MILLION............	88	1	22.8	19.0	22.0	27.5	27	1	1.5	24.8
$250-499 MILLION............	48	1	21.7	18.1	20.5	24.7	7	1	1.3	24.7
$500-999 MILLION............	25	2	23.3	21.1	24.5	26.5	6	1	.6	21.6
$1 BILLION & OVER...........	24	3	23.8	21.1	24.1	27.1	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS....................	190	2	19.1	15.2	17.8	20.0	39	1	1.0	19.1
UNDER $50 MILLION...........	16	1	16.7	14.6	16.8	20.1	4	1	.1	17.6
$50-99 MILLION..............	25	1	17.4	14.9	16.9	19.5	8	1	1.2	15.4
$100-249 MILLION............	72	1	16.8	14.4	17.0	19.0	19	2	1.1	18.1
$250-499 MILLION............	36	2	17.9	15.0	17.7	19.0	5	2	.3	18.7
$500-999 MILLION............	21	2	20.6	18.0	19.5	21.6	3	1	1.3	30.9
$1 BILLION & OVER...........	20	5	22.2	19.4	20.5	23.5	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS....................	161	1	37.6	26.7	36.8	47.5	81	1	4.7	41.6
UNDER $50 MILLION...........	38	1	31.1	20.0	31.0	40.5	21	1	4.4	33.7
$50-99 MILLION..............	47	1	35.3	25.3	34.8	44.0	28	1	4.7	40.2
$100-249 MILLION............	49	1	39.6	30.0	42.0	49.5	21	1	4.3	43.7
$250-499 MILLION............	17	2	45.5	35.0	58.0	62.4	6	1	6.7	69.6
$500-999 MILLION............	7	1	45.3	30.0	42.0	63.0	5	2	4.5	44.5
$1 BILLION & OVER...........	3	2	38.9	28.0	47.0	47.5	*	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS....................	213	2	36.4	29.4	36.0	42.1	112	2	3.7	40.0
UNDER $50 MILLION...........	69	1	32.7	27.5	33.1	38.1	40	1	3.2	36.0
$50-99 MILLION..............	68	1	35.3	29.5	35.5	41.9	41	2	3.6	40.4
$100-249 MILLION............	57	2	38.6	31.9	38.5	46.0	26	2	4.8	43.5
$250-499 MILLION............	12	2	41.9	35.5	46.3	53.0	3	2	5.0	56.4
$500-999 MILLION............	6	2	45.1	38.5	40.1	47.6	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS	282	2	$28.6	$23.0	$27.6	$32.4	139	2	$2.1	$30.7
UNDER $50 MILLION	99	1	28.4	22.0	28.0	32.5	56	1	2.0	30.0
$50-99 MILLION	91	2	26.4	21.0	26.0	30.9	49	2	2.3	30.2
$100-249 MILLION	72	2	29.9	24.0	27.9	33.4	27	2	1.9	30.4
$250-499 MILLION	14	5	31.1	26.6	31.0	34.5	6	4	2.9	40.5
$500-999 MILLION	4	4	25.3	24.0	25.3	27.4	*	-	-	-
$1 BILLION & OVER	*	- -	-	-	-	-	*	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS	217	2	21.3	18.0	20.6	24.0	91	1	1.7	22.3
UNDER $50 MILLION	74	1	21.0	17.4	21.0	25.0	37	1	1.6	21.3
$50-99 MILLION	68	2	20.3	16.2	20.0	22.0	33	2	1.6	21.6
$100-249 MILLION	58	2	21.5	19.0	21.5	24.0	18	2	1.8	23.0
$250-499 MILLION	15	4	23.8	18.7	21.7	27.5	3	1	3.1	35.3
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS	323	2	15.3	12.8	14.9	17.2	111	2	.9	15.4
UNDER $50 MILLION	96	1	14.8	12.1	14.4	16.8	41	1	.8	14.4
$50-99 MILLION	115	2	14.8	12.9	14.9	17.0	37	2	.8	15.3
$100-249 MILLION	81	2	15.4	13.2	15.2	17.6	27	3	.9	16.8
$250-499 MILLION	24	4	16.0	13.5	15.0	17.5	5	5	1.9	17.8
$500-999 MILLION	3	5	19.7	12.0	15.0	20.6	*	-	-	-
$1 BILLION & OVER	4	3	17.6	14.6	17.8	19.3	*	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS	219	2	12.9	11.0	12.3	13.9	78	2	.7	12.8
UNDER $50 MILLION	64	1	12.8	11.0	12.4	13.7	29	1	.7	12.8
$50-99 MILLION	75	2	12.5	10.7	12.2	14.1	24	2	.7	12.8
$100-249 MILLION	61	2	12.9	11.3	12.2	13.8	21	2	.6	12.7
$250-499 MILLION	15	3	13.4	10.4	12.6	15.2	4	1	1.6	17.6
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	4	15.6	11.3	16.0	16.6	*	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS	434	3	13.5	11.7	13.2	15.1	130	2	.7	14.2
UNDER $50 MILLION	130	2	13.5	11.5	13.5	15.4	42	1	.6	13.6
$50-99 MILLION	132	2	13.7	11.6	13.1	14.8	44	2	.9	14.4
$100-249 MILLION	130	4	13.1	11.6	13.1	15.0	35	3	.7	14.3
$250-499 MILLION	31	5	14.2	11.7	13.8	15.5	6	4	1.3	15.0
$500-999 MILLION	7	5	14.0	12.4	13.8	20.7	3	2	.5	17.2
$1 BILLION & OVER	4	10	13.9	11.8	13.6	15.2	*	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS	343	1	43.2	32.2	41.0	50.5	184	1	5.9	50.2
UNDER $50 MILLION	22	1	29.4	22.8	27.0	30.8	10	1	3.9	39.1
$50-99 MILLION	53	1	36.8	28.2	33.8	45.0	28	1	3.4	38.1
$100-249 MILLION	132	1	39.4	31.3	37.9	46.2	67	1	5.2	44.8
$250-499 MILLION	71	1	46.1	38.6	45.3	50.8	41	1	8.6	55.6
$500-999 MILLION	34	1	51.1	44.0	52.7	60.0	20	1	6.0	59.5
$1 BILLION & OVER	31	1	61.5	45.0	57.5	75.2	18	1	6.6	73.6

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS....................	207	1	$35.4	$28.5	$34.5	$41.4	86	1	$3.9	$41.2
UNDER $50 MILLION...........	16	1	31.6	25.3	30.6	35.0	6	1	1.4	30.1
$50-99 MILLION..............	26	1	32.5	27.6	32.3	36.0	12	1	4.2	35.5
$100-249 MILLION............	79	1	35.6	26.5	33.4	40.3	36	1	3.2	40.1
$250-499 MILLION............	40	1	34.8	29.0	34.5	40.8	16	1	6.1	50.0
$500-991 MILLION............	24	2	36.3	29.3	37.1	44.9	9	4	2.8	41.0
$1 BILLION & OVER...........	22	2	38.2	35.4	41.3	48.6	7	1	8.5	60.8
418 MORTGAGE LOAN OFFICER II										
ALL BANKS....................	270	2	27.8	22.5	27.0	32.6	106	1	2.8	31.1
UNDER $50 MILLION...........	14	1	24.5	20.2	23.7	26.5	5	1	1.3	24.1
$50-99 MILLION..............	57	1	27.5	21.3	25.0	31.3	25	1	1.7	29.1
$100-249 MILLION............	102	1	27.3	22.2	27.2	31.9	42	1	2.8	31.2
$250-499 MILLION............	48	2	28.2	23.3	28.0	33.8	17	1	3.7	35.2
$500-999 MILLION............	25	4	24.6	22.1	27.0	30.3	10	2	1.4	26.5
$1 BILLION & OVER...........	24	3	34.5	26.4	30.7	43.0	7	3	8.7	41.3
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS....................	207	2	22.4	18.1	21.2	25.0	56	2	1.8	24.2
UNDER $50 MILLION...........	13	1	19.9	16.7	18.0	22.0	3	1	1.4	18.6
$50-99 MILLION..............	33	1	20.5	18.2	20.5	22.2	6	1	1.4	23.9
$100-249 MILLION............	88	1	21.5	18.1	20.9	24.1	27	1	1.9	24.2
$250-499 MILLION............	35	2	22.8	17.6	23.4	29.0	10	2	1.4	24.0
$500-999 MILLION............	18	3	22.5	18.1	21.7	26.7	6	3	1.9	28.5
$1 BILLION & OVER...........	20	4	24.3	21.1	25.0	32.4	4	27	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS....................	295	1	14.9	12.5	14.8	16.8	64	1	.8	14.6
UNDER $50 MILLION...........	14	1	15.3	14.2	16.1	17.4	4	1	.7	11.9
$50-99 MILLION..............	56	1	14.6	12.2	14.2	16.1	16	1	.7	14.3
$100-249 MILLION............	122	1	14.5	12.3	14.4	16.8	23	1	.7	14.4
$250-499 MILLION............	56	1	14.8	12.7	14.8	17.0	13	1	1.2	15.1
$500-999 MILLION............	27	2	15.1	12.4	15.0	16.5	7	1	.9	15.6
$1 BILLION & OVER...........	20	2	16.9	14.0	16.5	20.4	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS....................	394	3	15.3	12.5	14.2	16.4	86	2	.7	14.5
UNDER $50 MILLION...........	23	1	15.0	12.5	14.1	17.2	3	1	.5	13.1
$50-99 MILLION..............	62	2	14.3	11.3	14.0	15.3	20	2	.8	14.1
$100-249 MILLION............	163	2	15.0	12.5	14.0	16.0	37	2	.7	14.8
$250-499 MILLION............	82	3	14.3	12.0	14.1	15.6	18	3	1.0	15.0
$500-999 MILLION............	35	5	15.2	12.7	14.7	17.5	6	3	.5	13.9
$1 BILLION & OVER...........	29	9	17.0	14.3	16.5	18.0	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS....................	285	1	54.5	43.0	51.2	62.5	168	1	8.1	64.1
UNDER $50 MILLION...........	13	1	35.6	30.4	36.5	43.5	6	1	4.4	41.2
$50-99 MILLION..............	41	1	43.4	36.3	41.5	50.0	24	1	3.4	48.4
$100-249 MILLION............	104	1	48.9	41.7	48.8	56.6	59	1	5.7	56.2
$250-499 MILLION............	65	1	58.5	47.0	56.0	63.4	42	1	10.1	69.2
$500-999 MILLION............	30	1	60.6	52.4	58.0	64.1	19	1	8.1	65.5
$1 BILLION & OVER...........	32	2	70.5	61.7	74.1	86.5	18	1	19.1	107.2

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	339	2	$46.9	$39.5	$43.8	$50.0	153	2	$4.5	$51.0
UNDER $50 MILLION	21	1	39.9	35.3	40.0	45.1	7	2	2.4	42.2
$50-99 MILLION	54	1	40.9	35.0	40.1	44.0	19	1	4.5	47.1
$100-249 MILLION	132	2	44.5	38.3	42.7	48.8	64	2	4.4	49.5
$250-499 MILLION	70	2	46.4	40.0	46.0	50.0	36	2	5.0	52.6
$500-999 MILLION	32	3	47.9	41.6	46.5	51.1	17	2	4.9	56.5
$1 BILLION & OVER	30	5	54.1	45.8	53.8	60.1	10	4	4.9	61.6
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	370	2	37.3	30.4	35.0	39.5	155	2	3.1	38.6
UNDER $50 MILLION	22	1	33.3	28.8	32.8	36.0	5	1	1.4	33.1
$50-99 MILLION	59	1	33.0	26.9	32.2	36.5	35	1	2.6	35.2
$100-249 MILLION	149	2	35.4	30.3	34.6	38.0	58	2	2.9	38.3
$250-499 MILLION	74	2	37.3	32.7	36.8	41.0	35	2	3.9	41.6
$500-999 MILLION	36	3	37.2	31.5	35.5	39.7	14	2	2.6	37.2
$1 BILLION & OVER	30	7	42.2	36.0	40.4	45.0	8	4	4.5	47.1
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	237	2	29.0	23.3	26.6	30.4	87	2	1.9	28.4
UNDER $50 MILLION	9	1	29.0	25.0	30.0	32.5	*	-	-	-
$50-99 MILLION	29	1	25.7	19.0	25.1	30.0	16	1	1.7	29.7
$100-249 MILLION	89	1	26.2	22.3	25.0	30.0	34	1	1.8	26.3
$250-499 MILLION	50	2	27.7	24.0	26.3	30.5	19	2	2.2	28.8
$500-999 MILLION	30	3	29.7	24.7	26.8	29.7	10	2	1.9	30.7
$1 BILLION & OVER	30	6	32.0	28.0	29.8	33.6	7	2	1.8	32.9
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	371	2	15.5	13.1	15.0	17.3	79	2	.8	15.9
UNDER $50 MILLION	22	1	16.1	14.4	15.8	18.1	4	1	.4	15.9
$50-99 MILLION	59	2	15.0	12.5	14.5	17.8	21	2	.8	16.0
$100-249 MILLION	157	2	15.4	12.7	15.0	16.8	30	2	.8	16.0
$250-499 MILLION	82	2	15.8	13.8	15.8	17.7	19	2	1.0	15.7
$500-999 MILLION	29	3	14.7	12.7	14.3	16.0	4	3	.5	15.4
$1 BILLION & OVER	22	3	16.2	14.8	16.5	17.7	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	234	2	14.8	12.3	14.0	16.0	43	2	.7	13.9
UNDER $50 MILLION	12	1	15.4	9.4	15.2	21.8	*	-	-	-
$50-99 MILLION	38	2	14.7	12.5	14.0	15.9	10	1	.7	14.7
$100-249 MILLION	97	2	14.4	12.5	13.9	15.1	17	2	.6	13.6
$250-499 MILLION	50	3	14.5	12.2	13.9	15.6	11	2	.8	13.2
$500-999 MILLION	18	3	14.8	12.6	13.9	16.4	3	4	1.2	16.0
$1 BILLION & OVER	19	6	15.8	13.6	16.0	17.5	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	360	1	40.3	32.0	39.1	46.6	169	1	5.3	48.2
UNDER $50 MILLION	19	1	29.4	24.0	29.0	35.0	8	1	2.0	33.6
$50-99 MILLION	48	1	35.1	28.1	33.4	40.8	25	1	3.6	41.4
$100-249 MILLION	144	1	36.4	30.8	36.0	42.5	59	1	3.8	40.9
$250-499 MILLION	81	1	43.2	36.2	42.0	50.1	43	1	7.5	53.6
$500-999 MILLION	35	1	47.5	40.4	49.0	57.5	17	1	7.4	57.4
$1 BILLION & OVER	33	1	56.9	41.2	50.5	71.5	17	1	8.1	75.3

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS....................	213	1	$31.5	$27.5	$32.5	$36.9	88	1	$2.8	$36.6
UNDER $50 MILLION...........	14	1	26.9	22.0	27.3	33.2	6	1	1.0	30.5
$50-99 MILLION...............	30	1	31.8	26.6	30.7	37.0	14	1	2.8	35.6
$100-249 MILLION............	88	1	30.4	26.9	31.2	37.4	39	1	2.8	36.3
$250-499 MILLION............	40	1	31.5	26.7	33.1	37.0	14	1	2.7	37.1
$500-999 MILLION............	24	3	30.7	30.9	33.7	35.8	10	1	3.9	38.1
$1 BILLION & OVER...........	17	2	36.8	33.0	36.6	44.7	5	2	3.1	47.1
430 CONSUMER LOAN OFFICER II										
ALL BANKS....................	368	2	26.1	22.9	25.8	29.3	129	1	2.1	28.7
UNDER $50 MILLION...........	31	1	25.7	24.0	25.5	28.8	13	1	1.5	26.2
$50-99 MILLION...............	78	1	25.8	21.0	25.0	29.5	28	1	1.9	29.5
$100-249 MILLION............	141	2	25.4	22.0	25.0	28.0	50	1	2.1	27.6
$250-499 MILLION............	71	2	27.2	24.0	27.1	30.8	25	2	2.5	29.9
$500-999 MILLION............	25	4	25.0	24.0	25.8	31.9	9	2	2.2	30.8
$1 BILLION & OVER...........	22	4	27.7	24.5	28.6	31.1	4	3	1.4	35.0
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS....................	293	2	21.0	17.8	20.4	23.6	97	1	1.6	22.8
UNDER $50 MILLION...........	22	1	20.7	16.5	20.5	23.6	8	1	1.0	18.4
$50-99 MILLION...............	55	1	20.4	17.6	20.0	23.0	19	1	1.3	22.4
$100-249 MILLION............	114	1	20.5	17.5	20.0	23.5	43	1	1.9	24.1
$250-499 MILLION............	63	2	21.0	18.0	20.5	24.1	19	1	1.3	22.3
$500-999 MILLION............	16	3	20.2	19.1	20.3	24.4	7	2	1.1	23.0
$1 BILLION & OVER...........	23	5	22.3	20.0	22.2	24.9	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS....................	222	1	24.3	19.0	23.3	28.3	72	1	1.6	25.6
UNDER $50 MILLION...........	10	1	19.6	14.0	18.8	24.0	5	1	1.5	19.7
$50-99 MILLION...............	28	1	20.5	15.4	20.5	24.7	12	1	.9	21.7
$100-249 MILLION............	83	1	22.8	18.5	22.0	24.9	31	1	1.6	25.3
$250-499 MILLION............	55	1	24.5	20.2	23.5	28.5	16	1	2.0	27.3
$500-999 MILLION............	24	1	29.0	23.6	27.7	35.4	6	1	1.8	29.5
$1 BILLION & OVER...........	22	1	31.3	26.4	30.3	36.7	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS....................	355	3	16.0	13.8	15.9	18.2	78	2	1.1	17.9
UNDER $50 MILLION...........	20	1	16.0	13.7	16.3	18.0	7	1	.5	18.9
$50-99 MILLION...............	51	1	15.2	13.0	15.0	17.1	12	1	1.2	17.4
$100-249 MILLION............	140	2	16.2	13.9	16.9	19.0	36	1	.9	18.1
$250-499 MILLION............	79	3	15.1	13.4	15.2	18.0	18	2	1.2	17.9
$500-999 MILLION............	36	5	15.7	14.3	15.6	17.9	4	2	2.0	16.6
$1 BILLION & OVER...........	29	9	16.8	15.9	16.5	18.3	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS....................	320	2	13.9	12.0	13.6	15.6	79	1	.8	14.4
UNDER $50 MILLION...........	25	1	14.5	11.6	13.3	15.3	8	1	.8	13.9
$50-99 MILLION...............	64	1	13.3	11.6	13.1	14.8	20	1	.7	13.8
$100-249 MILLION............	133	2	13.6	12.0	13.5	15.3	36	2	.8	14.6
$250-499 MILLION............	59	2	14.2	12.6	14.1	16.5	9	1	1.3	15.0
$500-999 MILLION............	20	1	14.3	11.8	13.8	15.9	5	1	.8	14.6
$1 BILLION & OVER...........	19	1	15.9	13.5	15.0	17.9	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS	332	4	$13.2	$11.4	$12.9	$14.3	76	2	$0.7	$13.8
UNDER $50 MILLION	13	1	12.4	11.9	12.2	13.3	3	1	.3	14.1
$50-99 MILLION	51	2	12.8	10.9	12.3	14.3	16	2	.8	14.7
$100-249 MILLION	146	2	13.0	11.4	12.8	14.0	34	2	.6	13.2
$250-499 MILLION	74	4	12.9	11.3	13.0	14.5	18	2	1.1	14.2
$500-999 MILLION	26	5	12.5	11.8	13.4	14.5	4	4	.7	12.7
$1 BILLION & OVER	22	14	14.2	12.7	14.0	15.2	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS	103	1	37.8	32.4	37.6	44.8	47	1	4.5	44.2
UNDER $50 MILLION	18	1	31.0	25.0	30.8	36.1	9	1	3.2	35.7
$50-99 MILLION	29	1	35.6	32.0	36.9	41.7	16	1	4.6	41.6
$100-249 MILLION	33	1	40.3	36.8	40.8	46.5	13	1	5.2	50.3
$250-499 MILLION	14	1	38.0	33.2	38.6	43.3	6	1	4.0	41.7
$500-999 MILLION	7	1	46.4	35.2	48.1	64.0	3	1	5.4	59.3
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS	111	1	29.9	25.9	30.2	34.3	44	1	2.2	33.5
UNDER $50 MILLION	17	1	29.9	25.6	30.9	35.7	6	1	2.5	36.4
$50-99 MILLION	34	1	29.2	25.0	30.0	32.3	20	1	2.1	31.1
$100-249 MILLION	41	2	30.3	27.5	31.1	35.0	13	1	2.1	35.2
$250-499 MILLION	9	1	29.0	22.3	29.6	33.0	3	1	1.9	32.2
$500-999 MILLION	7	1	29.9	25.7	30.8	40.3	*	-	-	-
$1 BILLION & OVER	3	1	33.8	27.6	32.5	47.4	*	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS	606	1	39.0	27.0	37.1	47.4	339	1	4.8	45.7
UNDER $50 MILLION	137	1	26.2	20.0	24.6	30.0	70	1	2.3	29.8
$50-99 MILLION	130	1	32.5	25.4	32.0	38.4	77	1	3.2	36.1
$100-249 MILLION	200	1	40.7	33.6	40.5	47.5	103	1	5.2	47.4
$250-499 MILLION	78	1	47.5	39.0	46.7	57.5	47	1	7.6	58.9
$500-999 MILLION	31	1	57.7	49.6	59.7	67.5	22	1	6.2	61.0
$1 BILLION & OVER	30	1	72.0	56.5	67.7	79.1	20	1	9.8	91.8
502 MANAGER, BOOKKEEPING										
ALL BANKS	296	1	22.8	17.5	22.0	27.1	119	1	1.8	24.1
UNDER $50 MILLION	60	1	17.1	14.4	16.9	19.0	27	1	.9	18.0
$50-99 MILLION	56	1	20.0	16.7	19.1	23.5	28	1	1.8	23.3
$100-249 MILLION	91	1	22.7	18.7	23.0	26.0	33	1	1.7	23.8
$250-499 MILLION	55	1	27.0	22.5	26.0	31.5	25	1	2.6	29.3
$500-999 MILLION	16	1	29.9	26.5	30.6	34.3	6	1	2.3	35.2
$1 BILLION & OVER	18	1	31.9	29.3	31.5	34.9	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS	544	1	18.1	15.3	17.4	20.1	163	1	1.2	19.2
UNDER $50 MILLION	96	1	15.5	13.3	15.4	17.0	39	1	.9	16.6
$50-99 MILLION	129	1	17.1	14.5	16.7	18.9	44	1	1.1	18.3
$100-249 MILLION	191	1	18.7	16.0	18.0	21.2	53	1	1.2	20.5
$250-499 MILLION	81	1	19.2	16.7	18.4	21.2	20	1	1.9	21.6
$500-999 MILLION	25	1	19.5	17.4	19.7	22.0	6	1	1.1	20.9
$1 BILLION & OVER	22	2	20.7	19.5	20.6	24.9	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS	767	3	$13.1	$11.5	$12.8	$14.6	218	3	$0.8	$13.5
UNDER $50 MILLION	160	2	12.5	11.1	12.6	14.4	59	2	.7	13.1
$50-99 MILLION	212	2	12.6	11.0	12.5	14.1	72	2	.8	13.5
$100-249 MILLION	254	3	12.7	11.6	12.8	14.3	63	3	.8	13.6
$250-499 MILLION	92	5	13.3	12.1	13.5	15.3	18	4	1.1	14.4
$500-999 MILLION	28	5	15.4	13.0	13.9	15.2	6	5	.5	13.3
$1 BILLION & OVER	21	7	14.4	13.5	14.6	15.5	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS	556	3	11.5	9.9	11.1	12.5	142	3	.6	11.5
UNDER $50 MILLION	107	1	11.0	9.3	11.0	12.7	37	2	.6	11.1
$50-99 MILLION	138	2	11.1	9.4	10.8	12.3	39	2	.6	11.7
$100-249 MILLION	191	3	11.3	9.9	11.0	12.3	47	3	.6	11.5
$250-499 MILLION	75	5	11.5	10.3	11.2	12.7	15	5	1.0	12.1
$500-999 MILLION	24	4	12.5	11.2	11.9	13.7	4	3	.4	11.3
$1 BILLION & OVER	21	11	12.5	11.3	12.3	13.1	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS	421	3	10.5	9.2	10.4	11.6	105	2	.5	11.3
UNDER $50 MILLION	54	1	10.3	9.0	10.4	11.4	20	1	.4	10.7
$50-99 MILLION	101	2	10.3	9.0	10.4	11.4	26	1	.7	11.6
$100-249 MILLION	163	3	10.4	9.2	10.2	11.6	39	2	.5	11.4
$250-499 MILLION	69	4	10.6	9.5	10.5	11.6	14	3	.6	11.4
$500-999 MILLION	23	5	11.1	10.0	10.8	13.0	6	2	.5	11.5
$1 BILLION & OVER	11	5	11.8	11.0	11.7	12.3	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS	135	1	25.6	19.7	24.5	31.5	39	1	2.3	26.2
UNDER $50 MILLION	9	1	20.0	14.4	16.1	29.7	5	1	1.4	17.0
$50-99 MILLION	13	1	18.0	15.7	16.5	20.0	7	1	1.5	21.2
$100-249 MILLION	34	1	22.5	18.2	22.8	26.9	6	1	3.6	30.5
$250-499 MILLION	34	1	25.0	21.2	24.5	29.4	10	1	2.8	26.0
$500-999 MILLION	22	1	28.5	23.7	28.3	32.5	7	1	2.3	28.2
$1 BILLION & OVER	23	1	35.9	26.7	33.5	43.0	4	1	1.0	37.7
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS	302	1	18.6	15.0	17.7	21.3	70	1	1.1	18.0
UNDER $50 MILLION	11	1	14.6	13.2	14.1	17.5	6	1	.7	13.9
$50-99 MILLION	39	1	16.3	14.6	15.9	17.9	12	1	1.1	16.8
$100-249 MILLION	112	1	17.3	14.3	17.2	20.3	26	1	1.0	17.6
$250-499 MILLION	75	1	18.8	15.5	18.0	21.7	15	1	1.5	19.1
$500-999 MILLION	34	1	20.2	16.9	21.3	23.4	7	1	1.0	20.0
$1 BILLION & OVER	31	2	23.3	18.9	21.2	26.0	4	2	1.0	25.7
509 PROOF OPERATOR										
ALL BANKS	811	3	11.8	10.2	11.5	13.1	223	2	.7	12.5
UNDER $50 MILLION	162	1	11.9	10.0	11.7	13.4	56	1	.6	12.0
$50-99 MILLION	219	2	11.6	10.1	11.7	13.1	74	2	.7	12.8
$100-249 MILLION	270	3	11.7	10.3	11.4	13.0	67	3	.8	12.8
$250-499 MILLION	96	5	11.5	10.2	11.3	12.8	17	3	1.0	12.5
$500-999 MILLION	34	9	12.8	10.5	12.1	13.7	6	5	.7	12.5
$1 BILLION & OVER	30	15	11.8	10.9	12.1	12.9	3	12	.9	12.1

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS....................	144	2	$12.2	$10.5	$12.1	$13.6	26	1	$0.5	$13.1
UNDER $50 MILLION...........	9	1	13.0	10.9	12.0	13.6	*	-	-	-
$50-99 MILLION..............	23	1	11.6	9.8	10.4	13.5	8	1	.5	13.4
$100-249 MILLION............	51	2	12.2	10.7	12.0	13.6	9	1	.5	13.2
$250-499 MILLION............	33	2	11.7	10.4	12.1	13.4	3	2	.6	10.7
$500-999 MILLION............	7	3	13.4	10.9	13.0	14.9	*	-	-	-
$1 BILLION & OVER...........	21	4	12.5	12.3	13.0	13.9	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS....................	179	3	12.7	10.6	11.9	13.5	32	2	.9	12.9
UNDER $50 MILLION...........	22	1	10.6	9.4	10.9	11.8	7	1	1.2	11.9
$50-99 MILLION..............	24	1	11.7	8.9	11.8	13.5	9	1	.7	13.2
$100-249 MILLION............	62	2	12.5	10.8	12.3	13.9	8	3	.5	13.2
$250-499 MILLION............	46	3	12.1	10.6	12.1	13.5	5	2	1.2	13.6
$500-999 MILLION............	13	2	12.2	10.6	11.9	12.8	*	-	-	-
$1 BILLION & OVER...........	12	14	14.1	11.6	13.2	15.2	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS....................	176	1	30.1	24.3	29.0	34.0	71	1	2.3	30.0
UNDER $50 MILLION...........	38	1	23.4	18.0	21.9	29.0	18	1	1.4	20.8
$50-99 MILLION..............	29	1	27.6	23.4	25.6	32.3	10	1	1.8	26.9
$100-249 MILLION............	62	1	28.9	25.7	29.1	32.6	24	1	1.9	31.0
$250-499 MILLION............	31	1	35.2	29.3	33.4	43.9	11	1	4.3	40.4
$500-999 MILLION............	11	1	32.9	28.5	33.5	38.5	7	1	3.4	36.0
$1 BILLION & OVER...........	5	3	43.4	35.9	52.0	75.1	*	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS....................	183	2	20.8	17.3	20.2	24.0	70	1	1.7	23.7
UNDER $50 MILLION...........	39	1	20.4	17.5	20.2	23.2	15	1	1.5	22.2
$50-99 MILLION..............	48	1	21.5	17.5	20.7	24.1	21	1	1.7	25.0
$100-249 MILLION............	61	1	21.3	17.0	20.4	25.0	23	1	1.6	23.0
$250-499 MILLION............	22	3	20.0	17.0	18.3	23.7	6	1	2.0	21.8
$500-999 MILLION............	10	2	20.2	18.3	19.5	29.0	5	2	2.8	28.0
$1 BILLION & OVER...........	3	3	22.0	20.5	23.9	28.4	*	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS....................	51	1	27.7	21.0	25.5	33.2	10	1	1.7	24.6
UNDER $50 MILLION...........	4	1	26.4	19.8	24.8	34.6	*	-	-	-
$50-99 MILLION..............	3	1	23.4	11.2	28.5	30.6	*	-	-	-
$100-249 MILLION............	16	1	25.2	17.8	22.3	31.2	5	1	1.0	23.5
$250-499 MILLION............	14	1	30.1	23.5	29.6	38.3	*	-	-	-
$500-999 MILLION............	6	1	29.5	20.8	23.7	40.0	*	-	-	-
$1 BILLION & OVER...........	8	1	29.0	22.7	28.5	34.6	*	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS....................	61	1	20.9	17.7	20.0	23.1	10	1	.8	19.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	6	1	19.1	15.2	16.3	25.4	*	-	-	-
$100-249 MILLION............	24	1	20.9	19.4	20.8	22.9	3	1	1.1	20.1
$250-499 MILLION............	11	1	18.7	16.3	18.9	21.5	3	1	.4	18.4
$500-999 MILLION............	13	1	21.3	19.4	20.8	21.5	*	-	-	-
$1 BILLION & OVER...........	7	1	24.7	18.5	25.0	31.6	*	-	-	-

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY # OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	BONUS/INCENTIVE DATA # OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS....................	230	2	$14.2	$12.4	$13.9	$16.1	45	1	$0.9	$14.8
UNDER $50 MILLION............	7	1	16.7	13.7	17.7	19.2	*	-	-	-
$50-99 MILLION...............	23	1	14.5	12.0	14.5	16.6	6	1	.4	15.0
$100-249 MILLION.............	90	1	14.2	12.3	13.5	16.5	20	1	.8	14.3
$250-499 MILLION.............	67	2	14.1	12.1	13.8	15.3	15	2	1.5	15.2
$500-999 MILLION.............	22	2	13.5	11.7	13.9	15.5	3	1	.4	14.8
$1 BILLION & OVER............	21	4	14.3	13.1	14.3	16.1	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS....................	18	1	20.3	15.1	21.5	24.2	7	1	.7	20.2
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	1	16.9	11.4	12.7	26.5	*	-	-	-
$100-249 MILLION.............	5	1	17.7	11.5	21.4	21.5	3	1	.9	18.0
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	4	2	24.6	23.8	24.1	26.8	*	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS....................	22	1	17.1	15.1	16.5	19.0	4	1	.3	17.9
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	1	14.6	11.3	13.4	19.0	*	-	-	-
$100-249 MILLION	3	1	16.8	15.7	16.7	18.0	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	4	1	16.5	15.0	15.5	19.0	*	-	-	-
$1 BILLION & OVER............	8	1	18.6	15.4	18.5	21.5	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS....................	90	2	12.4	10.6	12.0	13.7	18	2	.4	12.0
UNDER $50 MILLION............	6	1	12.0	10.6	11.9	13.8	*	-	-	-
$50-99 MILLION...............	11	1	11.5	9.8	11.0	15.0	5	1	.2	12.0
$100-249 MILLION.............	38	2	11.4	9.8	11.8	13.2	10	2	.4	11.1
$250-499 MILLION.............	17	2	13.1	11.5	13.1	14.2	*	-	-	-
$500-999 MILLION.............	7	2	13.3	12.0	13.2	16.9	*	-	-	-
$1 BILLION & OVER............	11	7	12.9	11.4	12.7	13.0	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS....................	23	1	42.3	30.0	40.2	55.0	10	1	5.6	47.1
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	4	1	45.6	39.6	48.8	54.4	*	-	-	-
$500-999 MILLION.............	7	1	41.1	27.0	35.8	62.0	3	1	4.5	47.7
$1 BILLION & OVER............	9	1	47.1	38.6	44.4	59.3	3	1	2.9	54.8
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS....................	22	2	28.3	22.0	25.1	28.6	3	2	1.9	33.1
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	4	1	20.4	15.6	20.4	29.6	*	-	-	-
$250-499 MILLION.............	3	1	30.3	25.8	27.4	40.8	*	-	-	-
$500-999 MILLION.............	6	1	26.3	22.0	24.9	27.1	*	-	-	-
$1 BILLION & OVER............	9	2	31.0	23.0	24.4	28.6	*	-	-	-

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY # OF BANKS	BASE SALARY MEAN # OF IN-CUMB	BASE SALARY WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	BONUS/INCENTIVE DATA # OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS....................	26	3	$16.3	$13.7	$16.6	$17.5	5	1	$1.0	$16.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	2	16.4	12.4	15.1	21.0	*	-	-	-
$250-499 MILLION............	6	2	15.8	13.8	15.4	21.6	*	-	-	-
$500-999 MILLION............	8	3	17.3	14.8	17.0	17.4	*	-	-	-
$1 BILLION & OVER...........	7	3	15.2	13.1	15.4	17.5	*	-	-	-
DATA PROCESSING ---------------										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS....................	235	1	43.3	28.5	42.0	52.5	124	1	4.5	47.2
UNDER $50 MILLION...........	20	1	23.9	17.6	20.5	28.9	11	1	1.6	23.1
$50-99 MILLION..............	37	1	28.9	20.0	26.1	37.0	22	1	2.1	30.8
$100-249 MILLION............	77	1	36.9	29.0	36.0	45.5	37	1	3.7	40.9
$250-499 MILLION............	54	1	47.0	39.7	48.1	52.5	31	1	6.3	55.3
$500-999 MILLION............	22	1	54.9	47.1	53.3	57.5	9	1	4.4	61.9
$1 BILLION & OVER...........	25	1	80.8	63.7	77.1	97.6	14	1	10.9	95.6
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS....................	135	1	39.7	28.7	37.2	45.5	49	1	2.6	41.0
UNDER $50 MILLION...........	8	1	24.4	16.1	22.0	28.0	*	-	-	-
$50-99 MILLION..............	14	1	26.8	19.2	24.8	34.2	6	1	1.5	19.8
$100-249 MILLION............	38	1	32.4	25.0	32.7	38.2	13	1	1.6	35.1
$250-499 MILLION............	36	1	40.9	34.1	38.4	45.7	15	1	3.6	47.3
$500-999 MILLION............	17	2	44.9	37.2	41.5	44.9	4	1	1.6	38.4
$1 BILLION & OVER...........	22	1	55.2	48.0	52.5	61.0	9	1	4.2	60.2
603 PROGRAMMER II										
ALL BANKS....................	126	3	28.9	21.2	26.0	31.7	22	2	1.2	25.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	22.9	15.1	26.0	27.5	*	-	-	-
$100-249 MILLION............	37	1	23.7	19.0	22.2	27.5	8	1	1.0	22.8
$250-499 MILLION............	36	2	27.0	21.7	25.8	31.6	7	2	1.7	27.9
$500-999 MILLION............	17	5	29.2	24.1	28.1	32.0	3	3	.6	29.9
$1 BILLION & OVER...........	26	5	31.9	26.4	30.6	32.3	*	-	-	-
604 PROGRAMMER I										
ALL BANKS....................	98	3	22.6	17.4	21.0	23.5	19	2	1.0	20.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	18.6	18.2	19.2	20.7	*	-	-	-
$100-249 MILLION............	28	1	19.1	15.1	18.0	22.2	8	1	1.2	20.6
$250-499 MILLION............	23	1	20.4	17.4	20.0	22.0	6	1	.7	19.1
$500-999 MILLION............	18	3	21.6	18.0	20.5	23.5	3	5	1.7	22.7
$1 BILLION & OVER...........	22	6	24.8	22.0	23.8	26.4	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS....................	74	2	36.9	28.5	35.5	40.1	14	1	3.1	34.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	21.8	16.2	19.0	30.1	*	-	-	-
$100-249 MILLION............	12	1	31.1	24.0	32.3	37.6	3	1	1.3	33.6
$250-499 MILLION............	27	1	35.7	26.6	34.7	42.4	6	1	3.4	38.9
$500-999 MILLION............	15	2	37.2	28.7	34.0	39.6	3	1	5.2	33.7
$1 BILLION & OVER...........	16	5	38.8	36.8	37.9	42.7	*	-	-	-

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC: BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
806 SYSTEMS ANALYST										
ALL BANKS....................	80	2	$32.0	$21.1	$28.7	$33.7	16	1	$1.9	$28.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	19.2	10.5	15.0	32.0	*	-	-	-
$100-249 MILLION............	26	1	24.0	18.7	21.3	28.7	5	1	1.1	19.8
$250-499 MILLION............	20	2	28.5	22.3	29.3	33.1	5	1	1.7	33.5
$500-999 MILLION............	14	4	36.8	22.1	28.4	38.3	4	2	3.0	29.6
$1 BILLION & OVER...........	17	4	33.5	31.1	33.7	38.6	*	-	-	-
807 DATA ENTRY										
ALL BANKS....................	244	3	13.0	11.0	12.4	14.2	60	2	1.0	13.1
UNDER $50 MILLION...........	12	1	12.9	10.1	11.5	14.3	7	1	.8	11.8
$50-99 MILLION..............	43	2	12.4	11.0	12.1	14.2	13	2	.8	13.9
$100-249 MILLION............	95	2	12.8	10.9	12.1	14.1	23	2	1.2	13.0
$250-499 MILLION............	48	3	12.5	11.6	12.4	14.0	11	3	.8	13.5
$500-999 MILLION............	20	5	13.4	12.0	13.1	14.5	4	3	.6	13.3
$1 BILLION & OVER...........	26	10	13.3	11.4	13.2	14.9	*	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS....................	149	1	31.7	23.5	30.0	36.2	52	1	2.0	32.4
UNDER $50 MILLION...........	14	1	17.6	15.1	17.6	19.5	9	1	.8	19.0
$50-99 MILLION..............	23	1	23.9	17.4	23.4	28.8	12	1	1.7	26.1
$100-249 MILLION............	36	1	28.9	23.5	30.0	35.0	11	1	1.8	33.1
$250-499 MILLION............	37	1	31.6	25.8	32.0	35.0	10	1	2.5	31.4
$500-999 MILLION............	17	1	35.8	28.8	34.6	40.2	4	1	.6	34.3
$1 BILLION & OVER...........	22	1	48.9	37.6	46.5	60.8	6	1	5.1	69.9
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS....................	207	1	22.8	17.3	20.7	25.6	58	1	1.4	23.5
UNDER $50 MILLION...........	15	1	16.5	14.2	15.0	17.0	6	1	.9	15.2
$50-99 MILLION..............	31	1	18.4	15.1	17.5	20.4	11	1	.8	17.4
$100-249 MILLION............	66	1	21.5	17.3	20.3	24.5	21	1	1.3	23.6
$250-499 MILLION............	56	1	21.8	18.3	21.6	24.9	11	1	2.6	27.2
$500-999 MILLION............	17	2	27.0	21.9	24.4	32.0	6	1	1.0	27.0
$1 BILLION & OVER...........	22	2	28.2	26.3	28.5	34.0	3	1	1.5	38.9
810 COMPUTER OPERATOR I										
ALL BANKS....................	429	3	14.8	12.0	13.7	15.8	132	2	.7	14.3
UNDER $50 MILLION...........	75	1	13.1	11.2	12.8	14.6	36	1	.9	14.1
$50-99 MILLION..............	88	2	13.2	11.3	13.1	15.2	33	1	.4	13.5
$100-249 MILLION............	138	2	13.5	11.5	13.1	15.0	42	2	.6	14.1
$250-499 MILLION............	76	3	14.8	12.9	14.6	16.3	14	2	1.2	15.1
$500-999 MILLION............	25	5	15.8	14.0	15.6	17.6	5	4	.6	17.9
$1 BILLION & OVER...........	27	7	18.5	15.1	17.2	20.7	*	-	-	-
RETAIL BANKING ---------------										
701 HEAD OF RETAIL BANKING										
ALL BANKS....................	201	1	53.3	36.8	50.6	65.0	120	1	7.4	61.9
UNDER $50 MILLION...........	16	1	28.1	19.0	23.2	39.5	8	1	1.5	26.8
$50-99 MILLION..............	26	1	35.0	28.0	33.5	39.5	18	1	3.8	40.7
$100-249 MILLION............	59	1	45.4	33.6	44.5	53.6	30	1	4.7	49.7
$250-499 MILLION............	44	1	55.2	45.5	53.6	62.4	27	1	7.6	63.0
$500-999 MILLION............	27	1	69.2	55.8	68.6	78.0	18	1	8.3	74.9
$1 BILLION & OVER...........	29	1	81.7	61.0	84.1	99.1	19	1	17.5	105.6

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1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS....................	108	1	$16.1	$13.4	$15.6	$18.0	18	1	$0.8	$17.4
UNDER $50 MILLION............	8	1	13.8	12.5	13.7	14.8	4	1	.4	12.9
$50-99 MILLION...............	8	1	15.1	12.9	14.0	14.2	3	1	.8	23.8
$100-249 MILLION............	24	1	14.8	12.6	14.8	16.9	3	1	.9	14.9
$250-499 MILLION............	32	2	16.1	13.5	15.2	17.5	5	1	1.1	15.9
$500-999 MILLION............	15	1	16.5	14.4	16.2	18.1	*	-	-	-
$1 BILLION & OVER...........	21	1	18.7	15.6	19.1	13.8	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS....................	250	1	41.8	30.0	38.5	48.2	116	1	4.8	47.3
UNDER $50 MILLION............	8	1	24.9	16.3	22.0	25.2	3	1	.5	17.4
$50-99 MILLION...............	28	1	31.9	22.0	31.7	38.3	14	1	2.3	38.2
$100-249 MILLION............	103	1	35.2	28.0	34.5	40.7	41	1	5.4	43.4
$250-499 MILLION............	52	1	44.7	35.2	41.8	47.2	29	1	5.0	48.8
$500-999 MILLION............	29	1	51.3	39.6	50.0	59.0	14	1	3.9	53.9
$1 BILLION & OVER...........	30	2	54.7	48.2	55.0	64.9	15	2	7.0	67.5
704 BRANCH MANAGER III										
ALL BANKS....................	158	3	37.3	28.5	34.8	41.8	61	3	3.5	40.3
UNDER $50 MILLION............	8	1	19.6	14.9	17.5	24.1	*	-	-	-
$50-99 MILLION...............	18	1	32.7	25.3	32.5	43.3	10	1	3.3	38.6
$100-249 MILLION............	44	2	32.6	25.8	30.8	41.9	19	2	4.2	38.4
$250-499 MILLION............	36	3	38.6	30.2	37.6	47.5	13	3	4.1	46.0
$500-999 MILLION............	27	4	37.6	32.5	35.0	40.0	10	3	3.1	41.5
$1 BILLION & OVER...........	25	8	39.9	33.1	37.0	40.4	7	10	2.3	43.3
705 BRANCH MANAGER II										
ALL BANKS....................	311	4	32.1	24.7	30.0	35.5	141	3	2.9	35.2
UNDER $50 MILLION............	13	1	33.6	20.0	31.5	40.0	7	1	2.1	33.4
$50-99 MILLION...............	43	2	26.5	20.5	25.0	33.4	22	1	3.3	35.2
$100-249 MILLION............	112	2	30.4	24.0	29.4	35.1	54	2	2.8	34.2
$250-499 MILLION............	70	4	33.5	26.4	32.4	37.1	33	3	3.4	37.3
$500-999 MILLION............	41	6	31.5	26.9	29.5	33.0	17	5	2.8	33.1
$1 BILLION & OVER...........	32	15	33.2	29.3	32.8	36.5	8	17	1.6	38.9
706 BRANCH MANAGER I										
ALL BANKS....................	537	4	24.5	19.1	23.0	27.2	214	4	2.1	26.7
UNDER $50 MILLION............	55	2	24.4	15.5	18.4	26.4	27	2	1.1	25.4
$50-99 MILLION...............	134	2	21.9	17.0	21.7	25.0	64	2	1.6	24.8
$100-249 MILLION............	194	4	23.3	19.8	22.8	27.2	72	3	1.8	26.4
$250-499 MILLION............	81	6	26.0	22.2	25.0	28.9	34	6	3.3	30.9
$500-999 MILLION............	39	9	24.9	22.4	25.3	28.0	11	13	5.1	28.5
$1 BILLION & OVER...........	34	15	25.6	23.3	26.4	29.3	6	6	1.6	30.6
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS....................	76	3	26.5	19.0	22.3	31.6	19	1	2.5	29.6
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	5	1	18.7	16.5	17.0	19.5	3	1	1.6	24.6
$100-249 MILLION............	21	2	22.9	17.9	21.0	28.5	8	1	2.4	29.8
$250-499 MILLION............	20	3	29.2	22.0	25.6	35.3	5	2	2.8	30.2
$500-999 MILLION............	15	4	26.2	19.2	22.0	31.6	3	2	3.3	34.6
$1 BILLION & OVER...........	15	7	26.9	19.4	24.2	30.6	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS....................	176	4	$22.5	$18.2	$20.5	$24.2	49	3	$1.5	$23.1
UNDER $50 MILLION...........	4	1	21.0	19.0	20.0	24.0	*	-	-	-
$50-99 MILLION..............	9	1	17.4	15.0	18.4	19.0	4	1	2.2	18.7
$100-249 MILLION............	60	2	20.9	16.6	20.6	24.2	20	2	1.5	22.9
$250-499 MILLION............	45	3	21.5	18.2	19.8	23.1	13	3	1.5	22.8
$500-999 MILLION............	30	4	21.8	18.7	19.8	22.6	10	4	1.6	24.5
$1 BILLION & OVER...........	28	11	24.1	20.7	22.8	26.0	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS....................	301	4	18.1	15.2	17.3	20.0	95	3	1.0	18.5
UNDER $50 MILLION...........	24	1	19.0	14.2	17.6	20.5	12	1	.7	16.9
$50-99 MILLION..............	62	2	16.0	14.1	15.8	18.0	28	1	1.1	17.9
$100-249 MILLION............	122	3	17.1	15.0	17.0	19.7	36	3	1.0	19.3
$250-499 MILLION............	45	4	17.9	16.0	18.0	22.0	11	6	1.6	18.8
$500-999 MILLION............	23	7	17.9	17.9	18.9	21.7	6	7	.8	19.4
$1 BILLION & OVER...........	25	15	19.5	17.0	19.5	23.3	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS....................	228	1	24.9	18.8	22.5	28.0	92	1	1.6	25.0
UNDER $50 MILLION...........	39	1	21.1	17.0	19.5	23.0	17	1	1.0	21.6
$50-99 MILLION..............	47	1	20.5	17.0	19.2	22.5	24	1	1.5	21.1
$100-249 MILLION............	84	1	24.2	20.0	22.6	27.3	34	1	1.7	27.4
$250-499 MILLION............	35	2	26.7	23.0	27.0	31.0	11	1	2.2	29.9
$500-999 MILLION............	7	2	29.5	21.6	29.4	43.8	4	1	4.7	30.2
$1 BILLION & OVER...........	16	4	29.3	25.2	39.3	47.8	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS....................	151	4	20.7	18.0	21.4	26.0	50	3	1.6	24.0
UNDER $50 MILLION...........	18	1	18.0	15.2	17.9	21.4	7	1	1.4	19.7
$50-99 MILLION..............	26	2	19.8	16.0	20.5	23.2	9	2	.7	20.3
$100-249 MILLION............	50	3	20.5	18.3	20.8	24.2	16	2	2.1	25.2
$250-499 MILLION............	24	4	21.8	18.1	22.2	27.9	10	4	1.9	24.8
$500-999 MILLION............	14	10	17.3	17.0	23.0	25.9	4	6	.6	24.9
$1 BILLION & OVER...........	19	6	24.6	20.2	31.1	36.8	4	7	2.2	34.8
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS....................	442	4	17.1	14.6	16.2	18.3	129	2	1.2	17.5
UNDER $50 MILLION...........	76	1	15.7	14.0	15.5	17.4	25	1	1.1	16.2
$50-99 MILLION..............	105	1	17.0	14.5	16.5	18.3	39	1	1.3	17.9
$100-249 MILLION............	153	2	16.5	14.4	16.2	18.5	43	2	1.2	17.5
$250-499 MILLION............	58	5	16.6	15.1	16.1	19.1	16	5	1.4	18.3
$500-999 MILLION............	21	10	16.4	15.4	16.0	17.7	4	4	.5	17.0
$1 BILLION & OVER...........	29	24	17.9	16.1	16.7	19.3	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS....................	788	6	14.2	11.9	13.2	14.9	198	4	.8	14.0
UNDER $50 MILLION...........	130	2	13.0	11.5	12.6	14.3	40	1	.5	13.3
$50-99 MILLION..............	199	2	13.4	11.5	13.0	15.0	56	2	.7	13.8
$100-249 MILLION............	278	4	13.3	12.0	13.1	14.7	70	4	.7	14.1
$250-499 MILLION............	106	8	13.9	12.4	13.6	15.1	22	5	1.3	15.2
$500-999 MILLION............	39	15	14.9	13.4	14.4	15.5	7	13	.7	13.8
$1 BILLION & OVER...........	36	40	15.3	13.3	14.3	16.4	3	46	.3	17.6

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS	372	2	$12.8	$11.0	$12.5	$14.2	83	1	$0.7	$12.8
UNDER $50 MILLION	22	1	11.8	9.8	11.5	14.4	8	1	.5	11.0
$50-99 MILLION	67	1	12.6	10.5	12.3	14.4	22	1	.6	13.7
$100-249 MILLION	169	1	12.8	11.2	12.5	14.1	37	1	.7	12.7
$250-499 MILLION	72	2	12.5	10.9	12.8	13.8	11	2	.9	13.0
$500-999 MILLION	22	2	13.1	11.5	12.9	15.3	4	3	1.3	13.4
$1 BILLION & OVER	20	6	13.3	11.9	13.0	15.0	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS	186	1	23.7	18.2	22.5	26.0	68	1	1.9	24.6
UNDER $50 MILLION	36	1	18.0	13.6	16.0	20.0	13	1	1.1	16.6
$50-99 MILLION	37	1	22.4	18.0	20.5	24.8	18	2	1.2	23.2
$100-249 MILLION	65	1	24.3	19.9	23.0	26.4	21	1	2.4	28.8
$250-499 MILLION	32	2	24.9	21.4	24.5	27.2	12	2	2.5	25.6
$500-999 MILLION	10	2	28.0	22.7	27.3	33.9	3	1	1.9	26.0
$1 BILLION & OVER	6	2	29.6	25.5	27.4	37.1	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS	462	2	18.6	15.6	17.9	20.5	144	2	1.1	20.0
UNDER $50 MILLION	77	1	17.1	14.8	16.8	18.6	30	1	1.0	17.6
$50-99 MILLION	108	1	17.5	15.5	17.5	20.0	41	2	1.0	19.6
$100-249 MILLION	183	2	18.5	15.8	18.0	20.9	57	1	1.3	21.2
$250-499 MILLION	64	4	20.0	16.4	19.4	22.9	11	3	1.0	20.8
$500-999 MILLION	17	7	19.6	18.0	19.9	21.0	3	5	2.1	20.3
$1 BILLION & OVER	13	15	18.1	17.7	19.1	22.4	*	-	-	-
717 TELLER, HEAD										
ALL BANKS	778	4	14.8	13.0	14.4	15.9	226	3	.8	15.1
UNDER $50 MILLION	169	1	14.2	12.2	13.5	15.4	70	1	.7	14.4
$50-99 MILLION	192	2	14.3	13.1	14.5	16.0	62	2	.8	15.4
$100-249 MILLION	250	4	14.4	13.3	14.4	15.7	60	3	.8	15.5
$250-499 MILLION	97	7	14.6	13.5	14.6	16.0	23	5	1.1	15.4
$500-999 MILLION	38	12	15.1	13.9	15.3	16.2	10	9	1.1	15.7
$1 BILLION & OVER	32	27	15.7	14.4	15.9	17.0	*	-	-	-
718 TELLER II										
ALL BANKS	953	12	12.5	11.1	12.1	13.3	264	8	.7	12.7
UNDER $50 MILLION	225	4	11.8	10.6	11.9	13.0	86	3	.7	12.2
$50-99 MILLION	249	6	11.8	10.8	11.8	13.1	80	6	.7	13.0
$100-249 MILLION	294	11	12.1	11.1	12.1	13.1	66	12	.6	12.6
$250-499 MILLION	106	19	12.4	11.5	12.2	13.5	22	14	.9	13.4
$500-999 MILLION	45	29	13.5	12.4	13.4	14.4	9	26	.7	13.6
$1 BILLION & OVER	34	66	13.6	12.5	13.3	14.8	*	-	-	-
719 TELLER I										
ALL BANKS	764	13	11.3	9.5	10.5	11.6	212	7	.5	10.8
UNDER $50 MILLION	169	3	10.6	8.9	10.1	11.1	65	3	.4	10.6
$50-99 MILLION	183	5	10.3	9.2	10.1	11.3	55	5	.5	10.6
$100-249 MILLION	239	10	10.6	9.5	10.3	11.4	60	8	.5	10.7
$250-499 MILLION	99	20	11.3	10.0	10.9	12.0	23	11	.7	11.8
$500-999 MILLION	39	28	11.6	10.5	11.4	12.2	7	29	.4	11.3
$1 BILLION & OVER	35	81	12.1	10.9	11.8	12.7	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
720 TELLER, ATM										
ALL BANKS	124	2	$12.7	$11.2	$12.5	$14.0	30	1	$0.7	$13.0
UNDER $50 MILLION	12	1	11.8	10.0	11.9	13.1	3	1	.4	10.6
$50-99 MILLION	22	1	12.9	11.7	13.0	14.0	7	2	.8	13.8
$100-249 MILLION	45	2	12.7	11.2	12.4	14.0	13	1	1.0	13.7
$250-499 MILLION	29	2	11.9	10.8	12.0	13.3	5	1	.4	12.2
$500-999 MILLION	10	3	13.4	11.7	12.3	13.8	*	-	-	-
$1 BILLION & OVER	6	5	14.2	14.0	15.1	16.1	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	354	3	14.2	11.9	13.2	15.3	90	2	.8	14.1
UNDER $50 MILLION	71	1	13.3	11.5	13.0	15.6	25	2	.9	13.2
$50-99 MILLION	83	2	13.3	11.1	13.0	15.1	25	3	.5	13.9
$100-249 MILLION	125	2	13.5	12.0	13.0	15.0	26	2	.9	13.8
$250-499 MILLION	56	4	14.7	12.6	14.1	15.7	12	3	.8	16.9
$500-999 MILLION	9	4	15.4	13.2	14.0	14.5	*	-	-	-
$1 BILLION & OVER	10	12	16.3	12.0	14.0	16.0	*	-	-	-
722 TELLER, VAULT										
ALL BANKS	279	2	13.6	11.9	13.3	15.1	53	2	.9	14.9
UNDER $50 MILLION	31	1	13.7	12.5	13.2	15.1	7	1	1.3	14.3
$50-99 MILLION	39	2	13.6	11.6	13.0	14.6	12	2	.7	15.3
$100-249 MILLION	118	2	13.1	11.5	12.9	14.4	24	2	.8	15.1
$250-499 MILLION	57	3	14.4	12.2	14.3	15.7	8	2	1.3	14.3
$500-999 MILLION	22	3	13.6	12.5	14.3	15.5	*	-	-	-
$1 BILLION & OVER	12	8	13.7	12.9	14.0	14.6	*	-	-	-
723 TELLER, PART-TIME **										
ALL BANKS	665	11	11.4	9.7	10.7	12.2	121	6	.4	11.7
UNDER $50 MILLION	113	3	10.5	9.3	10.4	11.6	29	2	.3	11.1
$50-99 MILLION	167	5	10.5	9.4	10.4	11.6	35	4	.5	12.4
$100-249 MILLION	234	8	10.9	9.7	10.7	12.0	38	7	.4	11.2
$250-499 MILLION	99	17	11.1	10.0	11.3	12.4	16	12	.4	12.1
$500-999 MILLION	29	26	12.1	11.4	12.4	13.5	*	-	-	-
$1 BILLION & OVER	23	63	12.5	10.6	12.2	13.4	*	-	-	-
724 TELLER, PEAK-TIME **										
ALL BANKS	125	6	15.7	11.9	13.6	15.8	19	3	.4	13.9
UNDER $50 MILLION	13	2	13.5	11.9	13.0	14.2	*	-	-	-
$50-99 MILLION	17	3	14.6	11.4	13.3	15.8	4	2	.6	13.6
$100-249 MILLION	57	4	13.4	11.4	12.7	15.6	11	3	.2	14.0
$250-499 MILLION	22	6	14.0	12.6	14.5	15.6	*	-	-	-
$500-999 MILLION	7	25	17.0	14.3	15.0	16.8	*	-	-	-
$1 BILLION & OVER	9	23	18.5	15.6	19.2	20.8	*	-	-	-
TRUST										
801 HEAD OF TRUST										
ALL BANKS	311	1	57.3	42.8	53.5	67.3	183	1	8.3	66.6
UNDER $50 MILLION	4	1	40.0	29.4	40.0	50.6	*	-	-	-
$50-99 MILLION	43	1	42.2	32.0	41.5	52.0	25	1	3.9	42.5
$100-249 MILLION	140	1	49.1	41.1	46.9	55.9	70	1	4.9	53.7
$250-499 MILLION	72	1	61.8	50.3	57.4	70.1	48	1	9.6	71.4
$500-999 MILLION	30	1	74.8	61.8	72.1	85.0	22	1	12.1	88.1
$1 BILLION & OVER	22	1	104.2	77.1	94.3	112.6	16	1	21.2	116.9

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
802 MANAGER, TRUST DEPT.										
ALL BANKS	143	1	$44.6	$30.5	$39.2	$50.6	68	1	$4.1	$44.3
UNDER $50 MILLION	7	1	26.0	20.9	25.0	30.0	6	1	.8	26.4
$50-99 MILLION	26	1	28.4	20.0	30.3	35.5	15	1	1.8	30.5
$100-249 MILLION	50	1	37.2	30.0	37.7	43.4	20	1	3.5	39.3
$250-499 MILLION	26	1	46.9	40.0	45.9	52.5	9	1	6.0	51.3
$500-999 MILLION	18	1	51.2	42.7	52.9	62.1	8	1	4.9	49.9
$1 BILLION & OVER	16	2	64.5	54.3	60.3	87.7	10	2	8.7	75.5
803 TRUST INVESTMENT OFFICER										
ALL BANKS	140	1	41.1	30.4	38.8	50.0	53	1	4.5	48.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	26.4	22.1	26.2	31.6	3	1	4.4	36.0
$100-249 MILLION	48	1	32.5	25.8	31.7	38.6	18	1	2.5	35.3
$250-499 MILLION	39	1	43.6	35.0	46.0	52.1	15	1	3.3	45.8
$500-999 MILLION	24	1	42.8	33.7	44.0	52.9	10	1	6.4	55.4
$1 BILLION & OVER	20	2	56.0	40.9	55.2	84.4	7	1	11.3	91.6
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	192	2	36.4	28.4	34.6	40.0	59	2	3.1	36.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	14	1	27.7	23.9	25.4	34.0	6	1	1.9	25.9
$100-249 MILLION	76	1	32.4	27.1	31.9	38.2	27	1	2.8	36.3
$250-499 MILLION	61	2	37.2	31.8	36.7	41.7	16	2	3.2	37.1
$500-999 MILLION	22	2	35.9	30.7	36.6	40.0	7	2	4.3	39.5
$1 BILLION & OVER	19	4	42.2	32.9	40.6	47.1	3	5	4.6	52.3
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	172	2	25.4	19.8	23.0	27.7	48	1	1.6	23.9
UNDER $50 MILLION	4	1	21.1	15.4	21.5	26.5	*	-	-	-
$50-99 MILLION	14	1	18.2	15.6	18.0	20.6	5	1	.3	16.8
$100-249 MILLION	70	1	22.6	19.0	22.3	25.0	20	1	1.4	21.9
$250-499 MILLION	46	1	25.7	21.1	24.7	30.5	13	1	1.9	25.1
$500-999 MILLION	22	2	25.6	20.3	23.8	28.0	6	1	2.4	29.9
$1 BILLION & OVER	16	4	30.9	23.4	29.1	35.5	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	66	1	38.9	30.8	38.5	47.3	19	1	3.1	43.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	12	1	36.9	28.7	38.0	42.6	4	1	4.7	42.1
$250-499 MILLION	22	1	37.9	32.8	37.5	45.4	7	1	3.1	42.2
$500-999 MILLION	16	2	35.5	24.3	32.8	46.0	4	1	1.9	43.3
$1 BILLION & OVER	15	2	42.8	34.3	43.6	47.5	4	1	2.3	49.3
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	54	2	27.1	21.3	24.1	28.6	13	1	1.8	27.5
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	15	1	23.5	20.6	24.0	27.0	5	1	1.4	27.1
$250-499 MILLION	11	1	24.7	18.3	24.0	29.8	*	-	-	-
$500-999 MILLION	14	2	26.0	22.0	24.4	28.0	3	1	1.3	27.2
$1 BILLION & OVER	12	3	30.1	20.5	26.8	34.4	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS....................	26	2	$24.9	$16.2	$21.8	$29.0	4	1	$1.6	$22.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	21.6	16.2	19.6	28.6	*	-	-	-
$250-499 MILLION............	8	1	24.8	16.4	21.5	32.1	*	-	-	-
$500-999 MILLION............	3	1	26.8	21.9	29.0	29.4	*	-	-	-
$1 BILLION & OVER...........	7	2	27.1	20.0	21.6	33.0	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	203	1	28.8	20.0	25.0	34.5	66	1	2.4	32.2
UNDER $50 MILLION...........	3	1	20.0	12.0	23.0	25.0	3	1	.4	20.4
$50-99 MILLION..............	17	1	21.1	18.0	18.8	22.2	9	1	1.9	23.5
$100-249 MILLION............	81	1	23.8	18.3	22.6	27.2	24	1	2.2	26.1
$250-499 MILLION............	55	1	28.8	22.1	26.0	32.5	13	1	2.7	38.2
$500-999 MILLION............	28	1	37.7	29.9	35.5	44.0	10	1	1.8	34.4
$1 BILLION & OVER...........	19	1	41.2	34.3	45.6	57.6	7	1	4.6	56.9
810 CLERK, TRUST OPS.										
ALL BANKS....................	319	3	13.3	11.7	13.2	14.8	75	3	.7	14.1
UNDER $50 MILLION...........	7	1	13.6	11.0	13.6	15.6	3	1	.5	14.9
$50-99 MILLION..............	49	2	13.2	11.4	13.4	14.3	17	1	.6	15.2
$100-249 MILLION............	155	3	13.1	11.5	13.0	15.0	39	2	.8	13.5
$250-499 MILLION............	75	4	13.0	11.7	12.9	14.8	13	4	.9	14.2
$500-999 MILLION............	24	6	13.7	12.4	14.0	14.8	3	7	.7	14.5
$1 BILLION & OVER...........	9	10	14.1	13.2	14.6	15.5	*	-	-	-
HUMAN RESOURCES ---------------										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	433	1	37.0	27.0	34.1	42.3	199	1	4.3	43.7
UNDER $50 MILLION...........	16	1	29.3	21.1	26.0	30.9	7	1	2.4	27.5
$50-99 MILLION..............	70	1	27.8	23.0	26.0	31.5	33	1	2.6	32.1
$100-249 MILLION............	177	1	32.1	26.3	31.9	37.8	70	1	2.7	35.4
$250-499 MILLION............	97	1	39.2	31.5	37.0	45.0	50	1	5.2	47.0
$500-999 MILLION............	40	1	47.5	35.6	47.6	55.9	18	1	6.3	53.3
$1 BILLION & OVER...........	33	1	67.3	55.0	70.0	78.8	21	1	9.7	82.6
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	181	1	29.7	22.3	27.0	33.7	55	1	2.0	30.0
UNDER $50 MILLION...........	7	1	22.0	12.8	16.5	22.8	*	-	-	-
$50-99 MILLION..............	19	1	24.5	20.6	22.1	30.0	6	1	2.5	26.3
$100-249 MILLION............	80	1	25.4	20.0	25.5	28.5	31	1	2.0	27.3
$250-499 MILLION............	29	1	30.1	25.8	30.0	35.4	7	1	1.7	28.0
$500-999 MILLION............	23	1	31.5	25.4	30.5	38.9	6	1	2.0	38.0
$1 BILLION & OVER...........	23	1	43.2	33.8	44.2	55.7	4	1	3.0	59.3
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	357	1	18.3	15.0	17.5	20.3	84	1	1.3	20.2
UNDER $50 MILLION...........	10	1	18.8	16.3	19.5	20.7	3	1	.8	18.3
$50-99 MILLION..............	45	1	17.9	14.8	17.3	20.1	15	1	1.0	19.1
$100-249 MILLION............	149	1	17.2	14.4	16.7	19.5	31	1	1.2	20.0
$250-499 MILLION............	100	1	18.3	15.3	17.9	20.6	24	1	1.9	20.3
$500-999 MILLION............	34	2	19.9	16.8	18.8	21.5	9	1	1.1	23.2
$1 BILLION & OVER...........	19	3	20.4	16.1	19.9	22.0	*	-	-	-

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS....................	146	1	$24.6	$18.9	$23.5	$28.5	39	1	$1.3	$25.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	8	1	27.2	18.9	26.7	35.5	5	1	1.1	34.9
$100-249 MILLION............	51	1	20.3	16.7	21.0	24.0	14	1	1.3	21.9
$250-499 MILLION............	40	1	23.2	18.0	21.3	27.5	11	1	1.5	24.8
$500-999 MILLION............	22	1	25.5	21.0	24.8	27.0	4	1	1.0	23.6
$1 BILLION & OVER...........	24	1	34.0	29.0	34.0	38.8	5	1	1.3	38.2
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	118	3	18.3	15.5	16.8	19.1	23	1	.5	17.1
UNDER $50 MILLION...........	5	1	14.5	12.5	15.0	16.0	3	1	.2	12.5
$50-99 MILLION..............	7	1	14.3	12.6	13.9	19.0	*	-	-	-
$100-249 MILLION............	42	2	17.1	15.5	16.5	17.5	12	1	.6	18.6
$250-499 MILLION............	32	2	17.2	15.3	16.6	18.6	3	-	-	-
$500-999 MILLION............	14	5	17.2	16.0	17.0	18.2	*	-	-	-
$1 BILLION & OVER...........	18	8	20.4	17.5	20.6	21.3	*	-	-	-
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	429	1	37.2	26.5	34.1	45.0	204	1	4.3	42.9
UNDER $50 MILLION...........	25	1	30.9	18.1	26.5	44.0	14	1	2.9	34.7
$50-99 MILLION..............	74	1	31.0	22.3	28.0	36.7	40	1	2.4	32.1
$100-249 MILLION............	173	1	32.8	25.3	31.0	37.5	72	1	3.1	37.2
$250-499 MILLION............	88	1	41.4	30.4	41.1	48.8	49	1	5.8	49.6
$500-999 MILLION............	38	1	44.5	36.0	43.8	49.6	16	1	8.3	54.5
$1 BILLION & OVER...........	31	1	61.0	44.0	62.5	70.0	13	1	8.9	82.8
926 MARKETING COORDINATOR										
ALL BANKS....................	248	1	19.4	15.2	18.3	22.3	63	1	1.2	20.8
UNDER $50 MILLION...........	16	1	16.5	12.8	15.5	20.8	5	1	.8	15.2
$50-99 MILLION..............	36	1	18.2	13.6	16.5	19.0	12	1	1.6	20.9
$100-249 MILLION............	94	1	18.6	14.4	16.9	21.6	29	1	.9	20.4
$250-499 MILLION............	61	1	20.0	17.0	20.0	22.5	11	1	1.7	22.4
$500-999 MILLION............	23	1	19.7	17.3	19.9	22.6	6	1	1.2	22.0
$1 BILLION & OVER...........	18	1	24.0	19.3	22.1	25.2	*	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS....................	286	1	24.7	18.0	22.7	29.5	79	1	1.7	26.2
UNDER $50 MILLION...........	13	1	25.4	17.5	20.8	29.4	5	1	1.2	28.2
$50-99 MILLION..............	24	1	18.1	14.7	16.4	20.7	8	1	1.6	21.1
$100-249 MILLION............	105	1	22.4	17.1	21.3	26.0	28	1	1.2	22.4
$250-499 MILLION............	78	1	25.0	18.8	23.0	31.0	25	1	2.3	28.5
$500-999 MILLION............	30	1	27.7	21.6	27.2	33.6	9	1	2.3	31.5
$1 BILLION & OVER...........	36	1	32.5	24.4	32.2	38.9	4	1	1.8	38.6
951 MANAGER, FACILITIES										
ALL BANKS....................	201	1	27.8	19.6	25.6	33.8	54	1	2.2	28.5
UNDER $50 MILLION...........	4	1	17.0	12.7	14.0	24.4	*	-	-	-
$50-99 MILLION..............	10	1	19.0	14.1	18.0	19.6	*	-	-	-
$100-249 MILLION............	78	1	22.7	16.8	22.0	26.9	24	1	1.9	25.7
$250-499 MILLION............	49	1	27.4	21.0	26.0	30.6	14	1	3.2	31.2
$500-999 MILLION............	31	1	33.6	25.3	32.9	41.0	9	1	2.3	36.2
$1 BILLION & OVER...........	29	1	40.4	34.6	38.7	51.6	3	1	1.7	41.0

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POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
952 SECURITY GUARD										
ALL BANKS....................	118	4	$15.3	$12.4	$14.6	$17.0	25	4	$0.7	$16.7
UNDER $50 MILLION...........	7	1	16.3	12.0	13.6	18.2	3	2	1.1	20.1
$50-99 MILLION..............	8	3	19.0	11.5	13.4	21.5	*	-	-	-
$100-249 MILLION............	41	2	15.4	12.0	14.6	17.1	12	2	.6	14.2
$250-499 MILLION............	35	4	15.3	11.8	14.6	16.8	5	9	.7	19.0
$500-999 MILLION............	13	4	13.3	12.9	14.4	15.1	4	3	.6	18.7
$1 BILLION & OVER...........	14	14	15.5	14.3	15.4	16.6	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS....................	307	2	15.1	11.7	14.1	17.0	63	1	.7	14.4
UNDER $50 MILLION...........	15	1	12.0	9.4	11.4	15.6	6	1	.2	11.3
$50-99 MILLION..............	38	1	12.2	10.4	12.0	13.6	12	1	.6	12.4
$100-249 MILLION............	131	1	15.0	11.9	14.3	17.8	24	2	.8	15.0
$250-499 MILLION............	72	2	13.8	11.6	13.4	15.3	14	2	1.0	14.4
$500-999 MILLION............	26	3	16.3	14.0	15.7	17.2	6	2	.6	19.2
$1 BILLION & OVER...........	25	5	17.6	14.5	16.5	19.2	*	-	-	-
954 CUSTODIAN										
ALL BANKS....................	234	2	11.4	9.5	11.2	13.3	69	2	.8	13.5
UNDER $50 MILLION...........	30	1	11.7	8.5	10.9	15.0	15	1	.7	12.1
$50-99 MILLION..............	66	2	11.7	9.5	11.3	14.6	20	1	.8	13.9
$100-249 MILLION............	77	2	11.2	9.5	11.5	13.5	22	2	.9	14.2
$250-499 MILLION............	38	3	11.0	9.7	11.1	11.9	9	3	1.0	14.6
$500-999 MILLION............	15	6	11.0	10.6	11.1	12.8	3	9	.6	11.2
$1 BILLION & OVER...........	8	5	13.0	11.2	12.1	13.1	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS....................	423	3	11.4	9.9	11.1	12.9	81	2	.6	11.8
UNDER $50 MILLION...........	23	1	11.2	9.0	10.8	12.1	*	-	-	-
$50-99 MILLION..............	67	1	11.4	9.8	11.5	13.0	16	1	.5	12.4
$100-249 MILLION............	184	2	11.2	9.6	11.0	13.0	39	2	.5	12.0
$250-499 MILLION............	85	3	11.0	9.9	11.1	12.6	16	2	.9	11.3
$500-999 MILLION............	34	4	12.0	10.7	11.7	13.5	7	4	.6	11.4
$1 BILLION & OVER...........	30	10	11.9	10.9	12.3	13.3	*	-	-	-
OFFICE SERVICES ---------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS....................	444	2	19.6	16.4	19.2	22.8	131	2	1.3	21.2
UNDER $50 MILLION...........	66	1	17.9	14.8	17.8	20.0	25	1	1.2	18.8
$50-99 MILLION..............	93	1	20.4	16.2	19.0	22.9	36	1	1.1	21.3
$100-249 MILLION............	157	2	19.4	16.8	19.1	22.5	49	2	1.3	22.1
$250-499 MILLION............	71	3	19.5	16.8	20.8	23.5	16	2	1.7	22.5
$500-999 MILLION............	32	5	19.1	17.0	21.9	24.3	5	9	1.4	20.6
$1 BILLION & OVER...........	25	9	20.5	19.0	21.0	24.9	*	-	-	-
978 SECRETARY, EXECUTIVE										
ALL BANKS....................	666	2	18.9	14.8	17.3	20.3	180	1	1.1	18.6
UNDER $50 MILLION...........	108	1	16.4	13.9	16.4	19.1	37	1	.9	16.1
$50-99 MILLION..............	153	1	16.6	13.7	16.3	18.5	50	1	1.0	17.9
$100-249 MILLION............	237	2	18.3	14.9	17.2	21.0	64	2	1.2	19.9
$250-499 MILLION............	91	2	18.9	15.6	18.4	21.1	20	1	1.1	19.8
$500-999 MILLION............	41	4	19.9	17.4	19.5	23.5	8	3	2.3	20.8
$1 BILLION & OVER...........	36	9	21.2	18.6	20.5	22.8	*	-	-	-

NATIONAL DATA

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	384	5	$14.9	$11.8	$13.2	$15.1	93	2	$0.8	$13.8
UNDER $50 MILLION...........	46	2	13.1	10.5	12.3	13.9	18	1	.8	12.5
$50-99 MILLION..............	80	1	12.8	11.4	12.5	14.5	27	1	.9	14.1
$100-249 MILLION............	138	3	13.3	11.7	13.0	14.6	30	2	.7	13.7
$250-499 MILLION............	61	5	14.5	12.8	13.7	15.5	11	3	1.1	15.5
$500-999 MILLION............	30	9	15.2	12.7	14.3	16.3	7	5	.7	14.6
$1 BILLION & OVER...........	29	23	16.4	14.6	16.1	16.8	*	-	-	-
978 CLERK I										
ALL BANKS....................	138	6	11.8	10.1	11.3	13.0	24	3	.8	11.9
UNDER $50 MILLION...........	9	1	11.0	10.2	11.0	12.4	3	2	.9	11.4
$50-99 MILLION..............	13	2	12.0	9.9	13.0	14.0	4	2	.7	13.3
$100-249 MILLION............	51	2	10.8	10.1	11.0	12.5	9	2	.7	12.4
$250-499 MILLION............	27	6	12.2	10.4	11.7	12.6	4	4	1.1	11.9
$500-999 MILLION............	16	10	11.9	9.5	10.8	12.3	4	5	.5	10.2
$1 BILLION & OVER...........	22	19	12.0	10.6	11.9	13.6	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS....................	215	3	11.1	9.5	10.5	12.4	33	2	.2	10.3
UNDER $50 MILLION...........	35	1	10.3	8.0	10.7	12.4	7	2	.2	10.0
$50-99 MILLION..............	43	2	11.2	9.6	10.4	14.1	3	2	.2	9.7
$100-249 MILLION............	84	3	11.0	9.5	10.4	12.3	16	3	.2	10.4
$250-499 MILLION............	28	3	10.4	8.9	10.3	12.2	5	2	.3	10.9
$500-999 MILLION............	10	11	11.3	10.4	11.3	13.5	*	-	-	-
$1 BILLION & OVER...........	14	12	11.8	9.7	11.8	13.6	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	73	7	13.7	12.9	14.1	15.6	14	4	.8	15.1
UNDER $50 MILLION...........	7	3	13.6	12.9	14.8	17.0	*	-	-	-
$50-99 MILLION..............	12	2	14.7	12.9	14.5	16.9	6	2	.6	13,4
$100-249 MILLION............	32	3	13.0	12.0	13.9	14.8	3	7	1.2	17.0
$250-499 MILLION............	12	5	14.8	13.3	14.6	18.2	*	-	-	-
$500-999 MILLION............	4	10	13.3	13.3	16.0	18.6	*	-	-	-
$1 BILLION & OVER...........	6	46	13.7	13.0	13.4	14.1	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	63	4	13.2	10.5	12.1	14.9	14	4	.9	13.3
UNDER $50 MILLION...........	4	1	12.8	11.7	12.7	13.8	*	-	-	-
$50-99 MILLION..............	13	2	11.7	9.6	10.6	12.8	5	3	1.0	12.0
$100-249 MILLION............	19	3	11.8	10.4	12.1	13.0	3	7	.8	13.1
$250-499 MILLION............	16	4	13.8	10.7	11.8	16.8	*	-	-	-
$500-999 MILLION............	4	5	14.1	9.2	13.7	23.1	*	-	-	-
$1 BILLION & OVER...........	7	14	13.7	11.1	11.9	15.9	*	-	-	-
982 CLERK, MAIL										
ALL BANKS....................	232	2	11.4	9.6	10.9	12.5	45	1	.6	11.7
UNDER $50 MILLION...........	7	1	10.9	8.7	9.8	11.3	*	-	-	-
$50-99 MILLION..............	15	1	11.5	10.0	11.2	14.0	6	1	.6	12.9
$100-249 MILLION............	92	1	11.1	9.1	10.4	12.5	17	1	.5	11.5
$250-499 MILLION............	59	2	10.9	9.6	10.8	11.6	14	1	.8	11.4
$500-999 MILLION............	31	2	12.0	10.6	11.6	13.5	5	2	.3	11.2
$1 BILLION & OVER...........	28	4	11.8	10.7	11.4	13.1	*	-	-	-

NATIONAL DATA

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
983 WORD PROCESSING OPERATOR										
ALL BANKS..................	190	2	$14.3	$12.0	$13.6	$15.3	40	2	$0.7	$14.3
UNDER $50 MILLION...........	9	1	13.9	11.5	14.5	15.3	3	1	.3	14.4
$50-99 MILLION..............	15	1	13.8	11.6	13.0	14.9	4	1	.5	14.1
$100-249 MILLION............	73	1	13.1	11.2	12.9	14.6	19	1	.8	14.3
$250-499 MILLION............	45	2	13.9	12.8	13.5	14.7	8	1	1.0	13.8
$500-999 MILLION............	23	4	13.0	13.0	13.9	15.9	4	4	.2	14.5
$1 BILLION & OVER...........	25	5	16.6	13.3	15.3	16.8	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS..................	682	1	11.9	10.1	11.6	13.2	160	1	.6	12.4
UNDER $50 MILLION...........	66	1	11.3	10.2	10.9	12.0	15	1	.4	11.5
$50-99 MILLION..............	168	1	11.1	9.6	10.9	12.3	48	1	.6	11.8
$100-249 MILLION............	268	1	11.7	10.0	11.4	13.1	68	1	.6	12.3
$250-499 MILLION............	104	1	12.3	10.7	12.5	14.0	20	1	1.0	14.3
$500-999 MILLION............	41	2	12.7	11.7	12.7	13.9	7	2	.8	12.8
$1 BILLION & OVER...........	35	3	13.2	11.9	13.3	14.4	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS..................	305	2	12.5	10.7	12.0	13.3	60	1	.7	13.0
UNDER $50 MILLION...........	36	1	11.5	9.5	10.9	12.6	12	1	.4	12.1
$50-99 MILLION..............	55	1	11.9	10.5	12.0	13.0	17	1	.9	13.8
$100-249 MILLION............	104	1	12.1	10.6	12.0	13.2	16	2	.6	12.7
$250-499 MILLION............	62	2	12.4	11.3	12.3	13.6	9	1	.8	13.3
$500-999 MILLION............	22	2	13.2	11.0	12.6	13.7	5	2	.3	12.1
$1 BILLION & OVER...........	26	7	13.3	12.0	12.6	13.4	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region I New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	33	1	$118.3	$84.0	$100.1	$160.2	21	1	$33.3	$154.9
UNDER $50 MILLION	3	1	60.8	46.5	60.0	76.0	*	-	-	-
$50-99 MILLION	5	1	87.8	84.0	90.0	90.1	3	1	15.7	102.3
$100-249 MILLION	14	1	95.1	83.2	100.0	103.1	8	1	16.8	100.5
$250-499 MILLION	3	1	168.7	156.2	175.1	175.2	3	1	50.7	219.3
$500-999 MILLION	5	1	157.8	139.1	160.1	175.2	3	1	52.8	210.8
$1 BILLION & OVER	3	1	219.0	181.9	210.1	265.1	3	1	86.2	309.7
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	19	1	67.3	47.0	64.1	82.0	11	1	12.1	76.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	41.7	40.5	42.0	42.5	*	-	-	-
$100-249 MILLION	7	1	56.0	47.1	53.0	64.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	1	86.6	82.0	87.1	88.1	3	1	19.4	105.0
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS	24	1	72.7	54.7	60.0	87.3	13	1	20.3	104.6
UNDER $50 MILLION	3	1	47.5	29.0	54.5	59.0	*	-	-	-
$50-99 MILLION	4	1	51.6	42.2	53.3	59.5	*	-	-	-
$100-249 MILLION	10	1	59.3	55.0	60.0	70.6	4	1	13.5	82.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	95.2	87.6	91.1	107.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS	5	1	47.3	30.3	47.9	60.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	1	60.3	47.9	60.1	73.0	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
202 CONTROLLER										
ALL BANKS	21	1	43.0	33.5	38.7	50.0	9	1	6.2	50.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	9	1	40.0	33.9	38.7	40.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	1	41.1	38.2	40.0	44.0	3	1	4.8	45.9
$1 BILLION & OVER	3	1	74.0	60.5	70.6	91.0	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS....................	9	1	$28.5	$23.5	$26.0	$30.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	30.7	24.2	30.0	37.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS....................	9	1	50.3	45.0	50.0	54.0	4	1	9.1	66.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	52.0	50.0	52.0	54.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS....................	17	1	26.4	21.8	24.5	28.5	3	1	2.8	26.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	1	25.5	22.0	25.0	30.0	*	-	-	-
$250-499 MILLION............	3	1	28.5	21.8	24.5	39.3	*	-	-	-
$500-999 MILLION............	4	1	28.1	20.3	25.6	38.7	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS....................	23	2	16.1	14.0	17.4	18.7	3	1	2.0	17.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	12	2	16.3	13.6	15.5	18.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	5	4	15.1	15.5	18.3	18.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS....................	19	2	14.0	12.0	13.8	15.1	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	13.2	11.6	13.8	14.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	5	1	14.9	13.0	15.1	16.1	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS....................	18	1	36.4	26.0	33.5	43.0	7	1	3.4	41.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	10	1	31.5	25.5	29.0	34.0	*	-	-	-
$250-499 MILLION............	3	1	32.2	24.0	30.6	42.0	3	1	1.3	28.6
$500-999 MILLION............	3	1	40.6	39.0	39.2	43.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
302 COMPLIANCE OFFICER										
ALL BANKS....................	12	1	$35.4	$28.9	$36.4	$38.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	36.3	26.8	32.8	49.3	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	37.6	33.5	37.4	42.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	15	2	23.3	17.5	18.8	22.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	2	17.5	16.2	17.5	18.0	*	-	-	-
$250-499 MILLION............	3	2	22.5	17.0	18.8	25.6	*	-	-	-
$500-999 MILLION............	4	2	22.7	19.0	21.5	26.9	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS....................	23	1	65.6	47.1	57.5	77.0	14	1	13.0	81.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	45.3	31.9	47.0	56.9	*	-	-	-
$100-249 MILLION............	9	1	58.9	50.0	53.0	70.1	4	1	6.1	64.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	4	1	84.3	69.8	83.6	99.8	3	1	23.3	110.1
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	13	1	28.7	24.5	27.0	30.0	3	1	3.5	40.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	25.3	24.1	25.3	26.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	9	2	38.1	28.0	31.6	40.0	4	2	5.5	43.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	3	36.5	25.0	39.7	40.0	*	-	-	-
$250-499 MILLION............	3	2	42.8	27.0	30.0	57.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS..................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS..................	4	1	$35.5	$28.9	$34.1	$41.3	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	3	1	37.0	28.7	38.5	42.3	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS..................	9	2	22.2	19.6	24.0	25.0	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	3	1	28.0	24.0	30.0	30.0	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	3	2	20.1	16.3	22.1	24.8	*	-	-	-
$1 BILLION & OVER..........	*	-	-	-	-	-	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS..................	11	3	21.1	17.3	20.1	21.6	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	5	1	19.1	17.3	19.0	21.0	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	3	2	20.7	18.4	20.1	21.6	*	-	-	-
$1 BILLION & OVER..........	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS..................	7	1	29.7	15.6	30.0	45.8	4	1	2.9	34.3
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	3	1	30.6	15.0	30.9	45.8	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS	6	1	$23.8	$21.0	$23.5	$26.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	2	25.0	22.9	25.4	29.0	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS	5	1	19.7	18.0	20.0	21.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	[illegible]	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	20.5	18.5	20.8	22.3	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS	7	2	15.9	13.8	14.0	18.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	15.6	13.6	16.0	18.8	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS	4	3	15.5	11.7	14.4	16.9	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS	10	5	13.8	12.5	14.1	15.4	4	2	.8	15.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	5	12.9	11.5	12.1	15.1	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS	14	1	49.9	36.7	49.3	57.0	6	1	8.9	68.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	42.0	37.3	39.5	49.4	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	6	1	52.2	46.0	55.3	60.0	3	1	6.7	57.4
$1 BILLION & OVER	3	1	61.4	34.2	57.0	93.0	*	-	-	-

REGION I.

1985 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS....................	8	2	$34.1	$30.0	$38.3	$58.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	47.0	30.0	43.0	68.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS....................	6	2	38.3	26.5	36.1	44.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS....................	13	1	25.6	20.5	25.0	29.5	4	2	2.5	30.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	23.5	21.0	24.6	25.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	27.7	17.4	29.5	34.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS....................	10	1	17.5	13.7	14.6	20.0	3	1	1.1	19.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	1	15.0	12.5	14.6	16.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS....................	20	3	14.7	13.5	15.0	16.9	4	2	1.0	15.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	2	15.5	13.9	15.5	17.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	6	5	14.0	12.9	14.3	15.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS....................	15	1	62.8	47.0	64.1	72.5	8	1	9.0	69.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	43.0	29.9	44.3	54.9	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	4	1	68.0	59.5	64.6	80.0	*	-	-	-
$1 BILLION & OVER...........	3	2	77.7	64.3	80.1	81.4	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	15	3	$53.5	$45.1	$50.7	$58.9	6	3	$6.1	$56.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	1	54.8	45.0	52.0	65.1	*	-	-	-
$250-499 MILLION	3	3	52.2	43.0	50.7	57.7	*	-	-	-
$500-999 MILLION	4	2	46.2	43.8	46.4	48.6	*	-	-	-
$1 BILLION & OVER	3	5	58.4	53.7	58.9	63.3	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	16	3	43.4	34.5	40.1	42.9	3	4	2.6	45.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	8	2	36.7	31.0	34.7	41.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	2	40.4	35.1	42.3	42.7	*	-	-	-
$1 BILLION & OVER	3	8	48.5	39.4	44.5	56.4	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	10	3	35.5	29.5	31.4	35.2	4	2	2.7	34.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	2	35.3	31.2	32.0	40.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	3	40.8	30.9	35.2	45.2	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	13	3	16.6	15.8	16.5	16.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	1	16.7	16.5	16.6	17.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	15.3	12.8	16.0	16.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	13	3	14.8	14.0	14.3	15.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	2	14.4	14.0	14.3	14.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	2	15.0	13.9	15.0	16.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	13	1	46.4	35.6	46.0	52.5	6	1	7.0	55.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	43.5	32.0	46.0	52.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	47.8	42.0	49.0	52.5	*	-	-	-
$1 BILLION & OVER	3	1	61.0	35.6	67.4	80.0	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	7	2	$38.6	$32.0	$32.3	$47.8	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	8	2	31.2	25.2	33.3	40.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	8	2	25.1	19.2	24.7	28.3	4	2	2.9	26.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	2	24.4	18.2	22.0	27.2	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	8	1	32.0	26.4	29.1	42.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	25.5	18.5	27.5	30.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	35.8	26.2	36.5	44.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	15	3	18.1	15.9	17.3	19.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	7	1	16.7	15.9	17.0	18.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	3	16.3	15.8	16.6	18.7	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	9	1	15.3	13.0	14.1	17.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	1	15.8	14.1	15.5	17.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS	18	3	$13.8	$12.8	$13.9	$15.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	9	2	14.4	12.9	14.0	15.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	6	13.5	12.2	13.8	15.7	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS	24	1	47.3	32.3	46.5	56.9	12	1	7.0	55.3
UNDER $50 MILLION	3	1	31.3	20.5	28.5	45.0	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	41.5	32.0	39.3	50.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	1	58.8	52.5	54.0	60.0	3	1	7.9	59.5
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS	6	1	24.2	20.0	25.8	27.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS	17	1	20.0	17.4	18.3	22.5	3	1	1.6	19.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	21.2	17.1	20.3	24.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	1	19.4	17.6	18.7	23.3	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS..................	18	3	$13.6	$12.7	$13.3	$14.3	3	4	$1.3	$14.4
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	3	2	14.0	12.5	12.7	16.1	*	-	-	-
$100-249 MILLION...........	9	3	13.5	12.8	13.5	15.0	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	4	4	13.4	13.0	13.4	14.1	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS..................	15	5	12.3	11.2	11.9	13.3	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	7	4	12.0	10.6	12.3	13.5	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	5	5	12.0	11.2	11.9	11.9	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS..................	11	3	10.8	10.0	11.0	12.0	*	-	-	-
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	5	3	11.2	10.4	11.4	12.0	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS..................	6	1	24.1	18.5	24.8	29.0	*	-	-	-
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS..................	11	1	20.6	16.9	21.3	23.5	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	3	1	20.6	15.6	21.3	25.0	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	5	1	20.4	16.9	22.1	23.5	*	-	-	-
$1 BILLION & OVER..........	*	-	-	-	-	-	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS..................	23	8	11.6	11.4	12.0	13.6	5	2	1.0	14.1
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	3	2	12.4	10.8	12.4	14.8	*	-	-	-
$100-249 MILLION...........	9	3	12.3	11.4	11.9	13.6	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	5	6	12.3	11.4	11.9	12.6	*	-	-	-
$1 BILLION & OVER..........	3	42	11.2	9.8	10.9	12.0	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS	7	2	$14.0	$12.5	$13.8	$15.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	3	13.6	12.5	13.7	13.8	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS	5	2	14.3	14.0	14.3	14.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS	6	1	28.4	27.3	28.3	29.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	28.7	25.0	29.0	32.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS	9	2	20.2	18.3	20.8	21.2	3	1	2.3	24.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	21.3	17.2	21.1	25.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS	4	1	25.3	19.6	25.2	31.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS	5	1	22.6	20.8	21.5	25.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	3	1	22.6	20.8	21.5	25.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
516 CLERK, WIRE TRANSFER										
ALL BANKS	13	2	$14.5	$13.3	$14.6	$16.6	4	1	$0.7	$16.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	13.4	9.8	13.0	17.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	15.3	13.9	14.6	19.0	*	-	-	-
$1 BILLION & OVER	3	3	14.0	12.5	14.1	14.9	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS	3	1	15.1	14.9	15.0	15.7	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS	11	1	50.8	45.0	49.9	55.8	6	1	$5.3	$54.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	3	1	49.0	48.0	49.0	49.9	3	1	2.9	52.3
$500-999 MILLION	3	1	48.7	42.0	50.0	54.0	*	-	-	-
$1 BILLION & OVER	3	1	66.8	55.8	63.7	81.0	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS	9	1	39.1	30.0	37.2	42.8	4	1	2.8	37.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	36.6	33.0	37.2	39.1	*	-	-	-
$1 BILLION & OVER	3	1	56.0	42.8	58.8	66.4	*	-	-	-
603 PROGRAMMER II										
ALL BANKS	4	4	31.0	28.3	29.7	37.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	4	31.6	28.1	30.6	40.1	*	-	-	-
604 PROGRAMMER I										
ALL BANKS	8	3	24.4	20.6	23.5	24.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	4	2	20.0	17.1	21.9	24.0	*	-	-	-
$1 BILLION & OVER	3	5	26.3	22.8	24.6	27.8	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	6	1	32.1	27.6	34.3	36.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	32.1	27.6	34.0	34.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
606 SYSTEMS ANALYST										
ALL BANKS	3	2	$32.0	$18.0	$24.8	$39.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
607 DATA ENTRY										
ALL BANKS	13	3	12.8	11.2	12.1	13.3	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	2	12.9	11.4	12.2	13.3	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	3	3	12.9	12.1	13.3	13.8	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	9	1	33.7	25.0	31.1	36.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	29.6	25.0	32.5	36.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	1	46.7	31.1	44.6	64.3	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	9	1	26.6	23.0	27.6	29.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	26.0	23.0	26.2	28.8	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	16	3	16.4	14.3	16.4	18.1	4	2	.3	16.4
UNDER $50 MILLION	3	2	14.4	12.2	13.8	18.2	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	2	16.3	16.1	16.2	18.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	3	15.1	13.3	15.6	17.6	*	-	-	-
$1 BILLION & OVER	3	5	17.9	16.7	18.4	18.7	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS	11	1	71.4	52.0	70.1	92.0	6	1	12.2	87.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	54.3	51.0	52.0	60.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	82.7	70.1	85.1	93.0	*	-	-	-
$1 BILLION & OVER	3	1	91.2	78.1	92.1	103.5	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS..................	6	1	$17.6	$16.0	$16.6	$17.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS..................	15	2	45.0	38.5	44.0	59.0	5	1	5.9	50.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	2	44.1	38.5	40.0	54.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	44.7	36.0	39.0	59.0	*	-	-	-
$1 BILLION & OVER...........	3	3	50.4	46.0	63.1	64.5	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS..................	11	5	38.6	33.1	38.0	40.4	4	2	3.7	37.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	4	3	44.4	31.6	38.5	49.0	*	-	-	-
$1 BILLION & OVER...........	3	13	37.3	33.1	37.0	40.4	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS..................	16	7	30.0	24.0	27.4	32.5	4	5	2.9	31.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	2	24.1	22.0	24.0	24.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	4	7	30.1	26.2	29.6	33.9	*	-	-	-
$1 BILLION & OVER...........	3	20	30.3	27.5	31.6	32.8	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS..................	28	5	23.8	20.6	23.1	27.8	9	3	2.2	27.6
UNDER $50 MILLION...........	3	1	25.8	14.3	20.5	42.5	*	-	-	-
$50-99 MILLION..............	5	2	22.3	22.0	22.2	24.5	3	2	2.4	25.4
$100-249 MILLION............	10	5	25.0	21.4	23.4	31.1	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	5	9	22.4	23.0	23.1	23.7	*	-	-	-
$1 BILLION & OVER...........	3	6	26.2	20.7	27.8	29.3	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS..................	5	4	23.7	19.0	19.2	24.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS....................	9	9	$23.2	$18.7	$20.0	$22.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	2	18.8	17.0	18.5	23.8	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	23	24.0	20.7	22.5	29.0	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS....................	17	5	19.3	17.2	18.3	20.2	5	2	$1.1	$20.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	3	18.4	16.8	18.5	21.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	4	8	17.6	17.4	18.1	18.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS....................	4	2	43.7	25.5	26.3	49.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS....................	5	8	19.6	21.8	23.0	28.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	4	29.0	21.8	28.0	31.1	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS....................	14	7	19.4	16.3	17.0	18.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	3	16.9	15.6	16.8	17.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS....................	26	11	16.2	13.0	14.8	16.5	6	4	.8	15.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	12	3	14.5	12.8	14.7	15.5	*	-	-	-
$250-499 MILLION............	3	8	16.6	16.5	16.5	16.8	*	-	-	-
$500-999 MILLION............	4	11	15.1	14.6	15.1	15.6	*	-	-	-
$1 BILLION & OVER...........	3	52	17.1	13.0	17.2	18.9	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS....................	11	2	$14.3	$11.2	$12.4	$14.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	1	11.6	11.2	11.7	12.6	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	5	15.3	10.6	15.6	15.9	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS....................	3	1	18.1	15.5	18.9	19.8	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS....................	13	6	18.3	16.8	17.7	18.1	3	2	1.2	21.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	17.6	15.7	16.8	18.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	20	18.4	17.7	19.1	19.5	*	-	-	-
717 TELLER, HEAD										
ALL BANKS....................	33	7	15.8	13.8	15.3	16.3	8	3	1.1	16.6
UNDER $50 MILLION...........	3	2	13.9	13.4	13.5	15.6	*	-	-	-
$50-99 MILLION..............	5	2	14.8	14.5	15.3	16.3	3	2	1.2	16.9
$100-249 MILLION............	14	4	14.9	13.3	15.1	16.6	*	-	-	-
$250-499 MILLION............	3	9	20.4	15.0	17.0	24.4	*	-	-	-
$500-999 MILLION............	5	11	15.2	15.0	15.4	15.8	*	-	-	-
$1 BILLION & OVER...........	3	23	15.7	13.9	16.0	17.2	*	-	-	-
718 TELLER II										
ALL BANKS....................	28	22	13.7	11.9	13.4	15.0	5	6	1.0	15.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	11	12.4	11.5	12.8	13.8	*	-	-	-
$100-249 MILLION............	13	10	12.4	11.5	13.3	15.0	*	-	-	-
$250-499 MILLION............	3	22	13.0	12.5	15.0	15.8	*	-	-	-
$500-999 MILLION............	5	25	14.0	13.1	13.8	14.1	*	-	-	-
$1 BILLION & OVER...........	3	85	14.5	11.3	15.1	16.0	*	-	-	-
719 TELLER I										
ALL BANKS....................	28	23	12.6	10.9	12.0	13.3	6	10	.5	12.8
UNDER $50 MILLION...........	3	6	11.9	9.9	11.6	13.4	*	-	-	-
$50-99 MILLION..............	4	6	11.5	9.6	11.1	13.2	*	-	-	-
$100-249 MILLION............	12	8	11.6	10.3	12.0	12.3	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	5	44	12.4	11.8	11.8	12.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS..................	4	3	$14.2	$13.2	$14.0	$16.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS..................	5	4	14.8	13.2	14.4	15.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	3	14.1	13.1	13.8	15.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
722 TELLER, VAULT										
ALL BANKS..................	3	3	14.6	14.3	14.7	15.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS..................	20	14	13.2	11.9	12.4	13.5	5	8	1.2	13.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	7	12.6	10.4	12.4	13.2	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	20	13.0	11.9	12.2	13.6	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS..................	3	7	18.5	14.5	20.8	20.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS..................	11	1	68.2	53.5	58.0	77.8	6	1	13.2	94.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	53.2	41.6	51.0	67.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	100.4	77.8	106.4	117.0	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS....................	5	1	$50.0	$28.0	$48.0	$74.1	3	1	$4.2	$46.6
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS....................	9	1	45.4	38.1	41.0	52.5	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	40.4	23.5	40.0	57.7	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	2	47.6	34.9	38.1	92.2	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS....................	5	2	37.5	32.8	35.8	42.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS....................	6	2	28.5	26.2	29.0	30.8	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	28.8	24.5	30.0	32.0	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS....................	3	2	43.5	42.4	43.0	47.5	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS....................	3	1	24.2	23.5	24.1	25.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS....................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	13	1	$32.9	$23.0	$25.0	$36.9	3	1	$1.9	$37.9
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	5	1	23.7	21.2	24.0	24.0	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	1	57.0	44.1	59.9	67.0	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS....................	12	3	14.1	12.9	14.3	15.0	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	7	2	14.3	11.7	13.5	16.5	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	22	1	46.5	35.0	43.0	57.5	8	1	9.6	65.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	9	1	34.7	33.5	35.0	35.3	*	-	-	-
$250-499 MILLION.............	3	1	50.2	45.0	48.0	57.5	3	1	7.2	57.3
$500-999 MILLION.............	5	1	53.7	49.2	49.6	61.5	*	-	-	-
$1 BILLION & OVER............	3	1	79.5	69.0	76.6	93.0	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	10	1	32.8	24.0	30.0	41.8	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	5	1	31.1	24.0	27.7	38.9	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	12	1	17.6	15.6	16.8	18.4	3	1	1.7	18.8
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	5	1	17.9	15.3	15.6	17.1	*	-	-	-
$250-499 MILLION.............	3	1	18.3	15.6	18.5	20.8	*	-	-	-
$500-999 MILLION.............	3	2	17.0	16.8	16.9	18.0	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS	11	1	$25.3	$19.5	$22.5	$31.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	23.9	18.0	22.5	31.2	*	-	-	-
$500-999 MILLION	5	1	27.9	19.5	25.0	37.8	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS	4	4	19.9	17.4	19.1	21.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS	14	1	48.6	44.0	46.3	51.7	10	1	4.9	50.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	48.5	45.0	47.0	53.5	3	1	3.3	49.3
$500-999 MILLION	5	1	48.1	42.5	45.5	48.6	3	1	7.8	51.8
$1 BILLION & OVER	3	1	51.8	39.8	51.7	63.9	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS	9	1	21.5	19.0	20.0	21.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	1	20.4	19.9	20.0	20.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS	15	1	28.5	20.8	27.8	36.4	3	1	2.7	37.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	25.6	18.1	24.8	34.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	1	21.8	18.0	21.3	26.3	*	-	-	-
$1 BILLION & OVER	3	1	33.8	26.0	36.4	38.9	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS	11	1	32.1	19.0	28.6	52.5	3	1	1.9	30.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	15.7	13.5	15.1	19.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	1	40.6	29.5	33.4	58.9	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS	10	2	15.8	14.4	15.6	17.0	3	1	$0.9	$14.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	15.7	12.0	15.6	19.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*		-	-
954 CUSTODIAN										
ALL BANKS	10	3	14.6	12.9	15.5	17.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	14.6	12.9	13.6	18.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	4	14.9	13.3	16.1	17.6	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
955 MESSENGER/COURIER										
ALL BANKS	18	5	12.6	12.1	12.5	13.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	9	2	13.4	12.5	13.5	14.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	5	12.6	11.4	12.9	13.5	*	-	-	-
$1 BILLION & OVER	3	20	12.7	12.2	12.5	14.3	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS	19	3	22.0	16.4	21.7	24.9	4	1	2.7	24.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	16.9	15.1	15.9	19.7	*	-	-	-
$100-249 MILLION	8	2	20.7	16.5	21.6	24.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	2	22.6	21.7	21.8	26.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS	24	2	19.2	15.9	19.6	23.7	4	1	.9	19.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	1	19.6	14.6	18.0	25.0	*	-	-	-
$250-499 MILLION	3	4	16.7	15.8	17.3	20.0	*	-	-	-
$500-999 MILLION	4	2	20.6	18.4	23.0	24.5	*	-	-	-
$1 BILLION & OVER	3	3	21.2	20.2	20.3	29.3	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	16	8	$16.8	$13.6	$14.8	$16.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	3	1	15.4	14.5	15.6	16.1	*	-	-	-
$100-249 MILLION	4	2	13.5	12.5	13.9	15.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	5	14.7	14.4	15.1	16.6	*	-	-	-
$1 BILLION & OVER	3	27	18.1	12.2	17.4	19.3	*	-	-	-
978 CLERK I										
ALL BANKS	6	10	11.6	10.6	11.3	12.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	11.2	9.6	11.6	12.5	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	19	11.7	10.6	11.0	14.5	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	7	2	12.8	11.8	13.1	14.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	2	13.1	12.4	13.1	14.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	3	59	13.8	13.8	14.5	15.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	4	13	15.7	10.5	11.6	15.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	11.2	10.4	10.6	12.5	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS	10	3	12.1	11.1	11.7	13.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	5	1	12.4	11.2	12.4	13.1	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
983 WORD PROCESSING OPERATOR										
ALL BANKS	8	3	$14.4	$13.8	$14.3	$15.7	3	1	$0.9	$16.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	4	14.4	13.3	14.1	15.9	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS	29	2	13.2	10.7	13.0	14.6	7	1	.9	14.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	11.6	7.9	12.0	15.1	*	-	-	-
$100-249 MILLION	12	1	12.8	10.0	12.5	15.5	*	-	-	-
$250-499 MILLION	3	1	11.7	10.6	12.0	13.5	*	-	-	-
$500-999 MILLION	5	2	13.0	12.6	13.0	13.6	*	-	-	-
$1 BILLION & OVER	3	5	14.2	12.9	13.0	15.7	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS	12	2	13.6	12.5	12.9	15.3	3	1	.4	15.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	13.8	11.1	13.0	18.0	*	-	-	-
$250-499 MILLION	3	3	13.2	12.8	13.0	15.6	*	-	-	-
$500-999 MILLION	4	2	13.7	11.4	12.5	15.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region II Mid Atlantic

New Jersey
New York
Pennsylvania

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS....................	98	1	$120.7	$67.1	$100.8	$150.1	68	1	$30.2	$162.0
UNDER $50 MILLION...........	9	1	58.3	46.9	50.0	66.1	7	1	5.9	65.5
$50-99 MILLION..............	17	1	59.2	52.0	60.0	69.2	8	1	5.0	53.3
$100-249 MILLION............	32	1	91.8	76.3	89.1	105.1	20	1	17.4	118.6
$250-499 MILLION............	16	1	141.0	125.1	133.6	161.3	14	1	29.6	173.4
$500-999 MILLION............	15	1	172.2	140.2	175.1	212.8	12	1	27.7	201.0
$1 BILLION & OVER...........	9	1	274.6	205.1	235.1	300.4	7	1	130.4	425.0
102 CHIEF FINANCIAL OFFICER										
ALL BANKS....................	66	1	71.2	48.0	65.4	82.1	48	1	15.5	90.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	45.1	34.5	42.5	58.5	*	-	-	-
$100-249 MILLION............	23	1	57.0	44.2	49.2	70.0	14	1	9.7	69.6
$250-499 MILLION............	14	1	69.8	52.0	66.4	77.1	12	1	17.3	89.2
$500-999 MILLION............	13	1	74.5	65.7	70.1	88.1	11	1	8.7	85.1
$1 BILLION & OVER...........	10	1	117.8	76.6	103.3	140.1	8	1	39.3	163.0
103 CHIEF OPERATING OFFICER										
ALL BANKS....................	56	1	83.5	48.3	63.8	94.9	41	1	20.9	110.0
UNDER $50 MILLION...........	3	1	43.8	38.0	43.5	50.0	3	1	3.0	46.8
$50-99 MILLION..............	12	1	40.5	32.2	40.5	48.5	5	1	3.2	40.9
$100-249 MILLION............	15	1	61.4	51.5	60.0	80.0	10	1	10.5	76.6
$250-499 MILLION............	11	1	88.1	64.1	76.6	100.0	9	1	17.8	105.8
$500-999 MILLION............	9	1	108.1	91.8	103.4	123.1	9	1	12.2	120.3
$1 BILLION & OVER...........	6	1	198.9	100.1	182.9	275.3	5	1	109.5	314.1
104 ATTORNEY, STAFF										
ALL BANKS....................	13	2	58.6	38.0	52.0	67.7	5	1	24.8	117.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	2	45.7	29.5	48.8	52.5	*	-	-	-
$1 BILLION & OVER...........	6	2	65.8	52.0	63.9	77.9	3	1	36.3	147.7
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS....................	11	1	42.9	27.7	42.0	59.4	5	1	8.0	78.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	3	1	25.7	19.7	22.3	35.0	*	-	-	-
$500-999 MILLION............	3	1	36.9	27.7	33.0	50.0	*	-	-	-
$1 BILLION & OVER...........	5	1	56.9	45.8	59.4	67.3	4	1	8.0	78.0
202 CONTROLLER										
ALL BANKS....................	60	1	42.1	30.3	38.8	47.0	38	1	4.6	46.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	10	1	29.8	23.9	25.1	32.5	7	1	1.3	26.4
$100-249 MILLION............	21	1	37.5	33.5	36.0	41.3	10	1	3.8	38.7
$250-499 MILLION............	9	1	45.5	38.3	45.0	47.1	6	1	6.3	54.2
$500-999 MILLION............	12	1	44.3	38.2	44.7	48.3	9	1	4.7	50.2
$1 BILLION & OVER...........	6	1	69.3	55.7	67.3	80.1	4	1	10.3	88.5

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS....................	39	3	$22.8	$19.8	$22.7	$27.0	14	2	$1.9	$26.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	10	1	22.6	20.2	20.5	28.0	4	2	.8	23.6
$250-499 MILLION............	9	2	25.6	23.7	25.4	29.0	4	2	2.4	30.0
$500-999 MILLION............	11	2	21.0	19.2	24.7	27.0	5	2	2.5	26.0
$1 BILLION & OVER...........	8	9	22.9	19.7	22.4	24.3	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS....................	21	1	50.0	31.6	42.5	55.5	10	1	13.6	69.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	29.4	28.5	31.6	32.2	*	-	-	-
$250-499 MILLION............	5	1	45.2	38.3	43.5	55.5	3	1	6.6	48.8
$500-999 MILLION............	6	1	45.5	37.0	46.3	54.3	3	1	5.1	56.5
$1 BILLION & OVER...........	4	1	86.1	54.2	59.5	165.0	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS....................	42	1	23.7	19.0	24.0	27.5	11	1	2.4	25.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	14	1	22.3	16.4	22.1	27.5	5	1	3.3	24.7
$250-499 MILLION............	8	1	28.1	24.4	25.9	33.6	*	-	-	-
$500-999 MILLION............	12	1	22.9	19.0	22.3	27.6	5	1	1.6	24.6
$1 BILLION & OVER...........	5	1	25.0	24.3	25.7	28.0	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS....................	68	2	15.1	13.6	15.1	17.1	20	2	.9	15.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	2	13.2	13.5	14.1	15.0	4	1	.6	16.1
$100-249 MILLION............	24	2	15.6	13.8	15.0	17.7	7	2	1.1	16.0
$250-499 MILLION............	15	2	15.8	14.2	15.8	17.0	4	1	1.1	17.8
$500-999 MILLION............	10	2	13.7	12.1	15.1	16.0	5	3	.8	13.7
$1 BILLION & OVER...........	8	7	15.5	13.6	15.9	18.4	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS....................	49	3	12.3	10.9	13.0	14.8	14	1	.7	14.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	12.8	12.3	13.0	14.8	3	1	.6	15.5
$100-249 MILLION............	16	2	12.1	10.4	12.0	13.8	5	1	.5	13.7
$250-499 MILLION............	9	2	12.8	11.2	13.3	14.9	*	-	-	-
$500-999 MILLION............	9	1	12.7	10.8	12.5	13.8	5	1	.6	13.1
$1 BILLION & OVER...........	9	7	12.0	11.5	14.0	15.0	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS....................	71	1	34.2	24.6	35.3	41.5	35	1	3.5	36.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	8	1	20.3	16.1	18.8	21.1	5	1	.8	18.1
$100-249 MILLION............	26	1	29.2	24.5	27.0	35.0	10	1	1.9	29.6
$250-499 MILLION............	15	1	38.7	31.5	36.5	50.0	8	1	4.7	45.7
$500-999 MILLION............	11	1	38.5	36.6	41.4	45.8	6	1	3.6	31.1
$1 BILLION & OVER...........	9	3	39.8	46.0	49.0	61.0	4	1	10.7	77.7

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS	28	1	$31.8	$26.1	$29.9	$35.0	7	1	$2.3	$33.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	21.1	13.7	16.0	33.6	*	-	-	-
$100-249 MILLION	8	1	29.5	25.7	29.7	34.3	*	-	-	-
$250-499 MILLION	7	1	32.4	28.5	30.7	38.7	*	-	-	-
$500-999 MILLION	5	1	28.4	21.0	25.8	35.0	*	-	-	-
$1 BILLION & OVER	4	1	44.7	29.1	40.5	60.5	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS	53	3	21.5	15.0	19.3	24.9	14	3	1.4	23.2
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	18	1	16.9	14.0	15.9	18.5	5	1	.7	17.2
$250-499 MILLION	14	2	21.7	15.8	22.3	29.2	4	3	1.8	25.2
$500-999 MILLION	12	4	20.4	15.7	21.4	33.0	5	4	1.8	27.1
$1 BILLION & OVER	8	6	24.4	21.8	24.0	25.7	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS	56	1	70.4	48.0	63.0	80.1	40	1	13.6	87.0
UNDER $50 MILLION	3	1	43.7	30.5	49.5	51.0	*	-	-	-
$50-99 MILLION	4	1	38.8	30.6	41.5	44.4	3	1	3.8	46.2
$100-249 MILLION	24	1	54.4	45.0	50.0	57.1	17	1	6.7	61.2
$250-499 MILLION	9	1	70.1	66.7	69.1	77.1	7	1	17.5	91.0
$500-999 MILLION	10	1	90.4	71.1	90.5	94.3	7	1	9.6	94.2
$1 BILLION & OVER	6	1	135.8	89.1	145.1	155.6	4	1	52.5	218.9
402 LOAN OPERATIONS OFFICER										
ALL BANKS	31	1	29.0	24.5	29.0	31.6	9	1	3.2	34.5
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	6	1	21.1	16.1	20.4	24.0	*	-	-	-
$100-249 MILLION	8	1	31.0	25.6	30.2	36.6	3	1	6.2	42.7
$250-499 MILLION	5	1	30.4	25.2	29.0	33.0	*	-	-	-
$500-999 MILLION	8	1	32.6	26.3	31.1	39.4	*	-	-	-
$1 BILLION & OVER	4	2	27.6	25.6	27.3	29.4	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS	27	2	39.1	26.0	34.9	49.4	16	1	3.8	45.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	36.1	20.0	34.2	44.0	8	1	2.5	38.3
$250-499 MILLION	7	1	42.9	30.8	34.9	61.0	3	1	4.3	55.9
$500-999 MILLION	7	2	39.9	26.0	33.7	58.7	3	2	7.5	63.8
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	3	2	$36.8	$22.8	$32.2	$69.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	4	5	44.0	34.7	40.7	45.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	6	44.3	33.5	43.0	45.8	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	28	2	22.2	18.8	20.2	22.0	4	1	1.6	22.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	19.6	14.5	19.0	25.0	*	-	-	-
$250-499 MILLION	7	1	21.8	20.0	20.3	22.0	*	-	-	-
$500-999 MILLION	7	2	23.0	17.2	21.4	25.4	*	-	-	-
$1 BILLION & OVER	4	4	24.3	19.8	21.0	26.1	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	27	2	21.6	15.3	17.5	21.0	5	1	1.3	24.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	11	1	16.9	14.0	15.5	18.0	4	1	1.0	18.3
$250-499 MILLION	5	1	16.4	15.7	16.5	17.5	*	-	-	-
$500-999 MILLION	6	2	19.6	16.2	18.8	21.3	*	-	-	-
$1 BILLION & OVER	4	7	26.2	21.2	25.2	27.4	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	13	1	39.8	28.0	31.5	47.5	6	1	3.6	41.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	30.2	23.6	27.6	39.4	3	1	2.2	34.7
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	1	42.0	30.6	45.0	61.0	3	2	5.1	48.4
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	12	2	33.3	24.0	33.7	45.5	5	1	3.4	35.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	2	30.6	18.0	31.1	44.3	3	2	4.4	34.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	2	47.9	34.1	43.8	53.8	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS....................	16	1	$24.0	$18.8	$23.1	$25.0	9	1	$1.5	$23.7
UNDER $50 MILLION...........	3	1	26.1	19.4	22.5	36.5	3	1	1.4	27.5
$50-99 MILLION..............	3	1	21.1	18.6	20.6	24.0	*	-	-	-
$100-249 MILLION............	6	1	21.0	16.0	19.4	24.7	4	1	1.0	16.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	13	2	18.1	15.3	18.5	19.5	6	2	2.0	21.6
UNDER $50 MILLION...........	3	2	18.4	16.1	19.5	19.7	*	-	-	-
$50-99 MILLION..............	5	1	15.0	13.4	15.0	15.3	*	-	-	-
$100-249 MILLION............	3	3	20.0	16.4	22.0	25.3	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	12	2	13.5	12.1	13.3	16.2	4	2	1.2	14.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	4	12.1	11.8	12.8	14.0	*	-	-	-
$100-249 MILLION............	6	1	14.3	12.5	14.0	16.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	16	1	12.3	11.0	12.5	13.4	10	1	.7	12.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	13.0	12.0	13.3	13.6	3	1	.8	14.4
$100-249 MILLION............	8	1	11.3	10.5	11.6	12.6	6	1	.6	11.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	35	4	13.1	10.9	12.4	14.8	12	1	.5	13.9
UNDER $50 MILLION...........	3	2	11.9	9.8	12.5	14.8	*	-	-	-
$50-99 MILLION..............	9	2	11.5	10.6	11.5	12.8	5	2	.4	11.9
$100-249 MILLION............	15	4	13.1	11.5	12.4	15.2	3	1	.5	12.9
$250-499 MILLION............	4	9	12.8	10.6	12.7	15.0	*	-	-	-
$500-999 MILLION............	3	1	18.0	12.0	16.9	25.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	48	1	45.8	31.0	40.5	53.6	30	1	5.8	50.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	25.1	21.6	23.0	31.0	3	1	1.9	30.3
$100-249 MILLION............	13	1	34.1	29.5	34.0	37.5	8	1	6.1	38.1
$250-499 MILLION............	13	1	43.4	32.7	42.0	47.7	9	1	4.3	46.5
$500-999 MILLION............	9	1	57.5	52.5	55.3	60.0	6	1	9.3	67.8
$1 BILLION & OVER...........	7	1	74.1	45.3	70.1	105.0	3	1	8.1	95.6

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS	30	1	$38.9	$30.3	$35.8	$44.5	10	1	$5.4	$47.2
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	12	1	35.0	30.3	35.4	41.9	3	1	2.9	44.0
$250-499 MILLION	3	1	33.8	17.4	31.0	53.0	*	-	-	-
$500-999 MILLION	9	1	37.1	28.7	34.5	44.5	4	1	3.0	42.3
$1 BILLION & OVER	5	1	53.8	40.6	54.0	60.0	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS	26	2	27.3	18.6	25.4	30.4	11	1	2.0	28.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	24.7	18.0	25.6	30.4	*	-	-	-
$250-499 MILLION	5	2	25.3	17.9	25.9	30.2	*	-	-	-
$500-999 MILLION	7	2	23.2	17.5	24.2	28.5	3	2	2.2	23.4
$1 BILLION & OVER	8	1	37.6	25.6	36.8	44.5	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS	25	2	23.9	18.3	22.5	24.9	9	2	1.5	23.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	3	1	16.0	13.0	13.2	21.9	*	-	-	-
$100-249 MILLION	9	2	21.0	19.0	22.5	23.6	5	2	1.3	23.3
$250-499 MILLION	6	1	21.4	16.8	21.8	29.1	*	-	-	-
$500-999 MILLION	3	2	20.9	16.2	24.3	24.9	*	-	-	-
$1 BILLION & OVER	4	3	33.7	24.2	34.5	38.6	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS	35	1	14.8	12.1	14.2	16.7	7	1	1.2	14.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	11.2	10.2	11.5	12.1	*	-	-	-
$100-249 MILLION	11	1	13.7	12.3	13.7	15.1	*	-	-	-
$250-499 MILLION	6	1	15.8	14.8	14.8	17.1	*	-	-	-
$500-999 MILLION	8	1	13.2	10.6	13.9	15.1	4	1	1.1	13.4
$1 BILLION & OVER	5	1	21.5	17.4	18.0	25.0	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS	48	3	14.8	11.8	13.0	15.6	16	3	.8	13.5
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	12.0	10.4	12.5	12.7	3	2	.5	13.3
$100-249 MILLION	20	3	13.7	12.1	12.9	14.8	7	3	.8	13.8
$250-499 MILLION	11	4	15.7	11.3	14.1	16.2	3	3	.9	14.5
$500-999 MILLION	6	4	15.6	10.1	11.6	19.0	3	3	.9	11.9
$1 BILLION & OVER	6	6	15.2	12.6	14.4	17.5	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS	40	1	56.6	40.0	52.3	62.9	31	1	9.6	66.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	9	1	43.3	36.8	40.0	50.0	7	1	6.0	52.4
$250-499 MILLION	12	1	53.8	46.1	52.0	62.6	10	1	8.7	65.4
$500-999 MILLION	8	1	53.3	48.4	53.5	61.1	6	1	6.3	59.1
$1 BILLION & OVER	8	1	82.9	60.8	86.1	102.5	5	2	26.1	122.9

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF INCUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # INCUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS....................	39	2	$50.9	$37.8	$42.0	$55.8	16	2	$5.7	$56.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	14	1	41.5	34.0	38.8	42.0	5	2	5.8	51.7
$250-499 MILLION.............	8	1	43.7	38.4	41.5	46.9	4	1	2.5	44.6
$500-999 MILLION.............	9	3	48.8	40.8	46.3	60.8	5	3	6.8	65.4
$1 BILLION & OVER............	7	6	58.0	47.2	55.8	60.1	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS....................	40	3	37.6	29.2	34.0	38.7	18	2	2.9	36.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	10	2	36.3	22.5	30.0	35.0	4	1	2.4	31.7
$250-499 MILLION.............	11	2	36.0	33.8	34.0	38.8	6	2	2.0	36.1
$500-999 MILLION.............	10	3	35.4	28.9	33.4	36.4	4	2	3.9	39.6
$1 BILLION & OVER............	7	7	40.3	34.3	37.0	41.9	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS....................	30	3	30.5	23.9	26.2	30.5	8	2	2.4	27.7
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	9	1	27.3	23.4	25.0	30.5	3	1	1.6	23.6
$250-499 MILLION.............	5	2	25.4	24.0	25.5	26.5	*	-	-	-
$500-999 MILLION.............	8	2	26.9	21.8	24.8	32.3	*	-	-	-
$1 BILLION & OVER............	8	6	33.5	25.9	29.0	36.0	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS....................	35	2	15.0	13.1	14.9	17.8	8	2	.9	14.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	10	2	15.2	13.6	15.5	18.0	*	-	-	-
$250-499 MILLION.............	12	2	15.5	13.3	14.6	17.7	3	1	1.1	15.7
$500-999 MILLION.............	6	4	12.5	11.2	12.5	13.1	*	-	-	-
$1 BILLION & OVER............	6	2	18.6	15.9	17.4	21.4	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS....................	34	3	15.1	11.9	14.5	17.2	11	3	.6	13.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	16	2	14.2	11.4	14.5	16.8	5	3	.4	12.9
$250-499 MILLION.............	8	2	13.8	12.1	12.2	16.9	3	2	.8	12.9
$500-999 MILLION.............	4	5	16.4	10.5	14.8	19.6	*	-	-	-
$1 BILLION & OVER............	4	4	17.5	17.0	17.4	20.8	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS....................	48	1	43.3	31.1	40.6	51.1	29	1	6.8	52.9
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	1	28.8	19.1	28.3	39.0	3	1	2.1	37.9
$100-249 MILLION.............	13	1	34.2	30.0	34.7	36.0	6	1	3.2	39.7
$250-499 MILLION.............	9	1	40.7	28.5	38.0	43.5	6	1	8.9	54.2
$500-999 MILLION.............	10	1	49.3	43.0	50.3	54.0	6	1	8.4	62.8
$1 BILLION & OVER............	10	1	60.0	45.0	59.0	75.1	6	1	12.4	80.5

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS..................	21	1	$33.2	$26.2	$34.3	$39.3	6	1	$2.9	$34.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	1	28.6	16.8	33.5	36.0	*	-	-	-
$250-499 MILLION............	5	1	31.8	33.0	34.3	38.0	*	-	-	-
$500-999 MILLION............	5	2	34.8	27.8	33.5	36.9	*	-	-	-
$1 BILLION & OVER...........	3	1	43.3	42.3	43.0	44.7	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS..................	35	1	26.1	22.0	24.9	30.3	12	2	1.4	28.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	25.0	21.4	24.5	27.1	*	-	-	-
$100-249 MILLION............	11	1	22.8	17.0	23.1	29.0	3	1	1.2	23.5
$250-499 MILLION............	8	1	29.2	22.7	29.6	34.1	*	-	-	-
$500-999 MILLION............	7	2	26.1	22.0	25.8	34.0	4	2	1.9	31.6
$1 BILLION & OVER...........	3	2	27.9	24.5	27.2	31.0	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS..................	31	1	20.1	16.0	20.1	21.6	9	2	1.6	21.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	15.4	12.7	15.7	17.3	*	-	-	-
$100-249 MILLION............	12	1	19.6	15.5	19.6	23.1	5	1	1.6	21.7
$250-499 MILLION............	8	1	22.0	19.8	20.6	21.5	*	-	-	-
$500-999 MILLION............	3	2	22.3	19.0	20.7	24.5	*	-	-	-
$1 BILLION & OVER...........	4	3	19.6	17.2	21.9	24.3	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS..................	32	1	23.8	18.1	22.8	27.5	11	1	1.0	21.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	20.8	14.5	16.0	32.1	*	-	-	-
$100-249 MILLION............	11	1	19.8	17.9	18.5	23.3	4	1	.7	18.9
$250-499 MILLION............	5	1	22.8	21.0	23.0	23.1	*	-	-	-
$500-999 MILLION............	7	1	24.4	20.2	23.6	30.0	3	1	1.4	23.7
$1 BILLION & OVER...........	5	1	35.2	31.0	33.3	36.7	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS..................	47	3	15.7	13.4	15.8	17.5	12	2	1.2	16.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	7	1	16.5	15.0	15.6	17.0	3	1	.5	17.0
$100-249 MILLION............	13	1	14.9	13.4	13.7	18.1	4	1	.6	16.3
$250-499 MILLION............	10	4	13.6	10.7	13.5	15.2	*	-	-	-
$500-999 MILLION............	10	4	16.2	15.8	17.1	18.1	3	2	2.0	16.6
$1 BILLION & OVER...........	7	8	16.6	15.9	16.1	19.8	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS..................	29	1	13.0	10.9	12.0	14.7	12	1	.8	13.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	11.3	10.6	11.5	12.0	*	-	-	-
$100-249 MILLION............	11	1	13.8	11.5	14.5	16.4	4	1	.4	14.3
$250-499 MILLION............	4	1	10.7	10.1	11.4	11.9	*	-	-	-
$500-999 MILLION............	5	1	11.3	10.4	10.6	11.7	3	1	1.0	11.3
$1 BILLION & OVER...........	3	1	19.0	11.9	20.0	25.0	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS	48	4	$13.2	$10.9	$13.0	$14.5	15	3	$0.7	$13.2
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	6	2	11.3	10.8	11.1	13.0	3	3	.5	12.4
$100-249 MILLION	18	2	12.6	12.0	13.0	14.0	7	2	.5	13.5
$250-499 MILLION	12	5	13.2	10.5	13.3	15.3	*	-	-	-
$500-999 MILLION	6	5	11.3	10.2	12.3	14.0	3	4	.8	11.9
$1 BILLION & OVER	6	12	14.8	13.5	14.0	15.7	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS	5	1	43.9	42.5	43.3	48.1	3	1	5.3	54.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS	9	1	28.0	25.9	29.6	30.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	29.9	27.5	30.2	31.9	*	-	-	-
$250-499 MILLION	3	1	27.9	22.3	29.6	30.0	*	-	-	-
$500-999 MILLION	3	1	26.1	15.7	25.9	31.5	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS	54	1	49.1	35.0	46.6	61.4	34	1	6.5	58.6
UNDER $50 MILLION	5	1	32.6	30.0	32.0	37.5	4	1	2.0	32.8
$50-99 MILLION	6	1	34.0	24.1	32.8	40.0	3	1	3.7	35.7
$100-249 MILLION	17	1	42.1	33.8	45.0	47.1	9	1	8.2	53.8
$250-499 MILLION	10	1	48.6	41.0	48.3	55.0	7	1	5.9	57.1
$500-999 MILLION	9	1	57.7	45.0	62.2	67.6	7	1	7.2	61.8
$1 BILLION & OVER	7	1	80.6	61.4	75.6	105.0	4	1	8.3	103.4
502 MANAGER, BOOKKEEPING										
ALL BANKS	27	1	23.2	18.5	22.0	28.0	13	1	2.0	25.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	9	1	19.6	18.0	18.8	23.3	4	2	1.2	18.9
$250-499 MILLION	8	1	25.9	21.3	24.5	30.9	6	1	2.2	27.4
$500-999 MILLION	5	1	27.2	21.7	28.3	28.8	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS	48	1	17.9	15.7	17.7	20.3	17	1	1.2	19.6
UNDER $50 MILLION	4	1	15.7	12.8	14.7	19.7	3	1	1.6	18.3
$50-99 MILLION	6	1	15.0	13.0	14.0	15.2	3	2	.5	16.4
$100-249 MILLION	16	1	17.8	15.9	17.2	20.4	4	1	1.2	21.6
$250-499 MILLION	12	1	18.5	16.0	17.7	19.9	4	2	.9	20.6
$500-999 MILLION	6	1	19.2	18.7	19.7	20.3	3	1	1.7	19.8
$1 BILLION & OVER	4	2	19.6	18.4	20.3	22.4	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS....................	67	3	$13.1	$11.1	$12.9	$15.1	23	4	$0.7	$13.4
UNDER $50 MILLION............	5	2	11.8	10.5	11.0	11.9	*	-	-	-
$50-99 MILLION...............	13	2	11.9	10.8	11.1	14.3	6	3	.5	12.4
$100-249 MILLION.............	24	2	13.1	11.8	13.2	15.3	9	3	.9	14.2
$250-499 MILLION.............	14	6	12.5	10.9	12.8	14.7	3	7	.8	13.9
$500-999 MILLION.............	7	5	14.2	11.3	15.1	15.7	3	5	.9	13.1
$1 BILLION & OVER............	4	5	16.0	14.6	15.6	18.0	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS....................	48	3	11.7	9.9	11.2	12.7	15	4	.6	11.1
UNDER $50 MILLION............	4	1	9.4	8.4	9.9	10.0	*	-	-	-
$50-99 MILLION...............	8	2	10.2	8.5	10.3	12.6	3	1	.4	11.3
$100-249 MILLION.............	18	3	11.2	10.2	11.0	12.9	6	3	.6	10.6
$250-499 MILLION.............	10	4	11.8	9.3	11.6	12.9	*	-	-	-
$500-999 MILLION.............	5	3	11.2	10.3	11.4	12.3	*	-	-	-
$1 BILLION & OVER............	3	12	13.3	11.0	13.0	14.0	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS....................	48	4	10.5	9.3	10.4	11.7	17	2	.8	11.2
UNDER $50 MILLION............	4	1	10.6	9.2	10.3	12.0	3	1	.6	11.4
$50-99 MILLION...............	7	1	10.4	9.1	10.3	11.1	3	1	.9	11.2
$100-249 MILLION.............	17	4	10.0	9.3	10.4	11.4	5	3	.8	11.2
$250-499 MILLION.............	10	5	10.8	9.5	10.5	12.3	3	1	.7	11.8
$500-999 MILLION.............	8	6	10.8	9.1	10.2	12.8	3	2	.9	10.5
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS....................	20	1	31.0	20.4	27.1	36.8	6	1	3.1	26.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	4	1	24.9	18.6	23.9	32.3	*	-	-	-
$500-999 MILLION.............	6	1	24.6	19.6	21.9	32.0	4	1	2.5	26.2
$1 BILLION & OVER............	8	1	41.2	29.8	37.7	55.2	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS....................	44	1	20.1	15.1	17.6	22.7	13	1	1.4	18.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	13	1	16.2	14.0	15.7	17.4	5	1	1.5	19.1
$250-499 MILLION.............	14	1	17.0	14.8	16.8	19.0	4	2	1.1	17.1
$500-999 MILLION.............	9	1	19.9	16.0	21.0	23.4	3	1	1.5	19.0
$1 BILLION & OVER............	8	2	27.0	20.0	23.6	27.6	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS....................	74	4	11.8	10.5	11.5	12.8	24	2	.8	12.7
UNDER $50 MILLION............	6	1	12.7	10.4	13.3	14.0	4	1	1.0	12.7
$50-99 MILLION...............	11	1	10.7	10.1	10.8	12.4	5	1	.5	13.2
$100-249 MILLION.............	25	3	11.9	10.8	11.5	12.6	9	3	.9	13.3
$250-499 MILLION.............	14	5	11.4	10.8	11.6	12.4	*	-	-	-
$500-999 MILLION.............	11	7	12.0	9.6	10.9	13.0	4	3	.9	11.5
$1 BILLION & OVER............	7	14	12.0	10.9	12.4	14.0	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
510 SORTER OPERATOR										
ALL BANKS	11	3	$12.1	$11.4	$11.9	$12.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	2	11.5	9.7	11.7	12.2	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	4	5	12.6	11.7	12.8	14.5	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS	23	3	12.4	10.7	12.2	12.8	5	2	.8	12.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	2	13.2	12.0	13.1	13.6	*	-	-	-
$250-499 MILLION	8	4	11.7	10.8	11.9	12.7	*	-	-	-
$500-999 MILLION	4	3	11.9	9.8	11.0	12.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS	22	1	33.0	26.8	29.5	32.2	11	1	2.2	29.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	28.0	25.7	28.3	30.5	5	1	2.3	30.3
$250-499 MILLION	4	2	38.2	31.7	32.8	58.3	*	-	-	-
$500-999 MILLION	4	2	31.6	27.2	31.4	36.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS	23	1	20.0	15.9	19.2	27.5	12	2	2.0	23.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	17.8	15.0	16.9	24.4	3	1	.4	23.7
$100-249 MILLION	10	2	20.7	15.9	19.7	25.5	4	2	1.3	20.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	2	20.4	15.9	23.9	33.9	4	2	3.3	27.8
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS	4	1	30.7	21.1	30.0	41.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS	5	1	19.8	17.7	18.9	19.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS....................	22	2	$13.9	$12.1	$13.9	$16.0	5	1	$0.5	$14.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	5	1	16.4	14.2	15.5	16.9	*	-	-	-
$250-499 MILLION.............	7	2	13.4	12.1	13.5	15.1	*	-	-	-
$500-999 MILLION.............	4	2	14.7	11.3	13.9	18.3	*	-	-	-
$1 BILLION & OVER............	6	4	13.4	11.9	14.5	16.0	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS....................	3	4	13.8	12.9	13.0	14.2	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS....................	3	1	62.3	61.6	62.0	63.4	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS....................	3	4	$20.0	$14.9	$16.8	$21.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
801 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS....................	34	1	53.4	36.5	45.5	62.4	21	1	5.7	56.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	1	34.3	27.6	32.2	38.0	7	1	3.9	37.8
$250-499 MILLION............	9	1	45.4	36.5	39.7	57.8	6	1	6.9	56.9
$500-999 MILLION............	6	1	52.6	47.1	52.3	55.0	4	1	5.5	59.8
$1 BILLION & OVER...........	7	1	90.9	67.1	90.1	109.8	4	1	7.5	97.9
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS....................	21	1	48.4	35.0	44.4	60.5	10	1	2.7	48.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	31.6	22.9	31.9	40.1	*	-	-	-
$250-499 MILLION............	7	1	44.0	33.8	36.8	56.0	4	1	2.8	53.7
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	8	1	58.2	49.3	60.8	69.9	3	1	7.2	72.2
803 PROGRAMMER II										
ALL BANKS....................	20	4	31.0	19.2	25.5	31.9	4	2	.6	28.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	1	19.7	19.0	19.0	19.7	*	-	-	-
$250-499 MILLION............	5	2	28.6	20.0	21.5	30.4	*	-	-	-
$500-999 MILLION............	4	3	25.3	19.5	27.9	31.9	*	-	-	-
$1 BILLION & OVER...........	6	11	33.5	26.4	30.6	37.1	*	-	-	-
804 PROGRAMMER I										
ALL BANKS....................	21	2	21.6	16.9	21.0	23.5	7	1	1.1	18.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	1	17.6	14.6	18.0	21.0	3	2	.6	14.3
$250-499 MILLION............	3	1	17.3	13.7	17.1	21.0	*	-	-	-
$500-999 MILLION............	5	2	19.4	16.9	19.9	21.7	*	-	-	-
$1 BILLION & OVER...........	6	4	24.9	22.0	25.7	26.5	*	-	-	-
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS....................	14	4	38.2	26.3	33.9	42.4	3	2	4.3	37.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	6	1	33.8	25.2	26.2	41.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	6	8	39.4	36.8	39.8	45.1	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
606 SYSTEMS ANALYST										
ALL BANKS....................	14	2	$31.2	$22.3	$30.1	$33.7	4	1	$2.1	$31.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	25.8	20.4	22.5	29.8	*	-	-	-
$250-499 MILLION............	4	1	33.7	24.4	32.1	48.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	4	4	34.0	31.6	32.8	40.1	*	-	-	-
607 DATA ENTRY										
ALL BANKS....................	40	5	12.9	10.8	12.3	14.8	14	2	.8	13.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	11.6	11.1	11.3	12.0	3	1	.2	11.3
$100-249 MILLION............	12	2	12.3	9.9	13.7	14.9	5	2	1.1	13.1
$250-499 MILLION............	9	3	12.4	12.1	12.3	12.3	3	3	.7	13.9
$500-999 MILLION............	6	4	12.9	12.5	13.5	14.9	3	3	.8	13.7
$1 BILLION & OVER...........	8	16	13.2	10.5	14.0	16.6	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS....................	21	1	39.7	28.8	34.4	43.3	8	1	3.2	45.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	31.1	27.0	28.2	38.2	*	-	-	-
$250-499 MILLION............	8	1	30.0	26.4	30.5	33.8	5	1	2.1	32.4
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	8	1	52.0	37.9	49.5	67.8	3	2	5.5	72.5
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS....................	34	2	25.4	18.1	23.1	28.0	8	1	1.3	27.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	19.6	16.8	17.4	24.6	*	-	-	-
$100-249 MILLION............	8	1	23.4	17.4	21.3	26.6	*	-	-	-
$250-499 MILLION............	7	1	20.9	17.3	20.2	24.1	*	-	-	-
$500-999 MILLION............	8	1	24.8	20.0	24.0	31.8	4	1	1.1	26.1
$1 BILLION & OVER...........	7	3	29.4	26.5	28.0	35.2	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS....................	56	4	17.0	13.0	14.6	16.8	17	2	.9	15.2
UNDER $50 MILLION...........	3	1	14.6	13.0	13.3	17.4	*	-	-	-
$50-99 MILLION..............	7	2	13.2	11.3	13.3	14.0	3	2	.2	12.4
$100-249 MILLION............	17	2	14.0	12.4	14.0	15.3	6	2	.8	14.1
$250-499 MILLION............	12	3	14.9	13.0	14.7	16.4	3	2	1.0	15.7
$500-999 MILLION............	8	4	15.4	13.8	15.8	18.3	3	4	.9	17.5
$1 BILLION & OVER...........	9	11	19.8	16.3	20.1	21.4	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS....................	31	1	60.1	43.5	60.0	70.0	23	1	9.1	71.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	36.8	32.5	35.8	42.1	3	1	1.8	38.6
$100-249 MILLION............	6	1	41.7	35.0	40.2	47.0	3	1	3.5	49.7
$250-499 MILLION............	7	1	63.7	57.8	66.1	73.5	6	1	13.4	76.7
$500-999 MILLION............	8	1	64.4	56.3	66.3	69.5	6	1	6.4	67.9
$1 BILLION & OVER...........	7	1	76.9	52.5	86.1	99.0	5	1	18.5	123.5

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS	19	1	$17.7	$15.0	$17.0	$19.5	3	1	$1.4	$16.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	17.0	13.9	17.5	19.8	*	-	-	-
$250-499 MILLION	6	1	16.8	14.0	16.4	19.8	*	-	-	-
$500-999 MILLION	4	1	16.4	15.8	16.6	17.1	*	-	-	-
$1 BILLION & OVER	5	1	20.3	16.0	19.1	19.5	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS	54	1	43.6	34.0	40.4	50.0	29	1	5.0	47.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	24.7	19.7	24.5	27.3	*	-	-	-
$100-249 MILLION	16	1	36.6	29.3	34.9	41.9	8	1	4.8	41.7
$250-499 MILLION	14	1	42.0	37.0	41.4	45.0	8	1	4.6	44.8
$500-999 MILLION	11	1	44.6	39.2	49.5	54.6	6	1	5.3	48.2
$1 BILLION & OVER	8	2	62.7	50.9	57.5	76.0	5	1	8.3	77.6
704 BRANCH MANAGER III										
ALL BANKS	26	4	37.3	30.8	36.8	41.3	9	2	2.7	40.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	2	27.6	24.7	28.0	35.2	*	-	-	-
$250-499 MILLION	6	3	36.5	31.3	39.5	42.7	3	3	2.5	43.4
$500-999 MILLION	9	4	33.2	33.0	33.8	38.0	3	1	3.1	45.9
$1 BILLION & OVER	7	6	43.3	36.4	39.6	41.3	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS	59	6	30.8	25.7	29.5	34.0	21	4	2.9	32.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	20	3	28.9	24.4	28.3	33.0	7	4	2.8	33.6
$250-499 MILLION	15	4	30.1	24.2	32.9	36.0	7	4	3.1	32.3
$500-999 MILLION	13	6	28.6	27.4	28.5	29.5	5	4	3.2	33.0
$1 BILLION & OVER	8	16	33.8	29.6	32.5	41.6	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS	83	6	24.7	21.0	23.7	26.6	33	5	1.7	24.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	15	2	19.4	17.4	21.0	22.5	7	2	.8	20.9
$100-249 MILLION	30	4	22.9	20.5	22.6	26.6	13	5	1.6	24.7
$250-499 MILLION	14	6	24.8	23.1	25.1	25.9	5	6	2.2	26.9
$500-999 MILLION	13	10	23.7	22.5	25.3	27.3	5	12	2.5	26.5
$1 BILLION & OVER	9	17	27.9	25.5	26.0	27.4	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS	17	4	23.8	19.4	21.3	23.5	5	2	2.7	28.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	2	19.9	18.2	19.4	24.1	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	6	4	23.2	18.7	20.7	23.3	*	-	-	-
$1 BILLION & OVER	5	6	25.3	20.3	23.5	33.2	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS	48	5	$21.9	$18.7	$20.5	$22.6	12	3	$1.7	$23.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	14	2	20.2	16.4	19.6	23.0	3	2	2.2	25.1
$250-499 MILLION	11	3	20.7	19.5	19.8	22.0	3	2	.7	20.3
$500-999 MILLION	14	5	21.2	19.5	20.0	22.6	6	4	2.0	25.0
$1 BILLION & OVER	7	13	23.5	20.4	22.5	25.7	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS	58	5	18.2	15.0	17.8	19.5	21	5	1.1	17.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	2	13.7	10.7	14.3	16.5	5	1	.5	15.6
$100-249 MILLION	25	3	16.5	15.0	17.5	19.7	10	4	1.1	18.3
$250-499 MILLION	10	5	18.7	17.0	18.4	19.1	*	-	-	-
$500-999 MILLION	8	10	16.7	15.1	18.0	19.1	3	10	1.4	17.0
$1 BILLION & OVER	5	18	21.0	19.4	22.0	24.1	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS	7	3	29.0	21.2	21.5	48.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	2	45.6	21.2	48.0	62.6	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS	10	2	22.2	18.9	26.8	35.0	3	1	2.5	31.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	24.5	16.7	24.3	32.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS	44	8	18.1	14.9	16.1	18.6	10	4	1.1	17.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	6	1	16.7	14.8	15.7	17.8	*	-	-	-
$100-249 MILLION	14	2	16.6	14.6	15.7	18.4	*	-	-	-
$250-499 MILLION	7	6	15.7	15.1	15.8	16.2	3	7	1.3	19.3
$500-999 MILLION	7	9	16.3	15.6	15.8	17.7	*	-	-	-
$1 BILLION & OVER	8	29	19.1	16.4	17.8	19.7	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS	79	12	15.1	12.0	13.5	15.0	23	6	.8	14.1
UNDER $50 MILLION	3	1	13.6	10.5	12.5	17.8	3	1	.8	14.4
$50-99 MILLION	12	2	13.0	10.0	11.1	13.5	4	4	.2	12.7
$100-249 MILLION	27	5	13.3	12.0	13.2	15.0	8	5	.7	14.5
$250-499 MILLION	17	10	13.7	12.5	13.4	14.3	4	7	.8	14.5
$500-999 MILLION	11	17	14.2	12.3	14.5	14.7	4	9	1.2	13.8
$1 BILLION & OVER	9	50	16.6	14.4	16.6	18.0	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS....................	33	2	$13.4	$10.8	$12.4	$14.0	11	2	$1.0	$12.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	2	14.7	11.1	12.7	14.1	5	1	.6	12.2
$250-499 MILLION............	10	2	11.8	10.7	12.1	13.2	*	-	-	-
$500-999 MILLION............	6	3	12.3	11.1	11.9	15.9	*	-	-	-
$1 BILLION & OVER...........	3	6	15.2	12.4	15.1	15.8	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS....................	8	2	2[illegible]7	18.4	22.0	28.8	3	1	2.5	27.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	22.1	16.0	18.5	31.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS....................	18	3	17.1	13.5	16.0	18.0	6	1	1.4	16.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	1[illegible]	2	15.6	13.2	16.0	16.5	4	1	1.4	16.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
717 TELLER, HEAD										
ALL BANKS....................	87	9	15.0	13.4	14.4	15.9	29	5	.9	15.2
UNDER $50 MILLION...........	7	1	14.2	12.5	13.4	16.4	5	1	1.0	15.5
$50-99 MILLION..............	12	2	14.7	13.8	14.1	16.0	5	2	.6	14.1
$100-249 MILLION............	30	5	14.2	13.4	14.1	15.3	10	4	1.0	15.7
$250-499 MILLION............	17	9	14.4	13.0	14.5	15.8	3	8	1.0	15.3
$500-999 MILLION............	12	16	14.8	13.0	14.4	16.0	6	10	1.1	14.9
$1 BILLION & OVER...........	9	30	16.0	15.1	16.4	17.1	*	-	-	-
718 TELLER II										
ALL BANKS....................	86	23	13.0	11.3	12.5	13.4	27	15	.7	12.6
UNDER $50 MILLION...........	6	3	11.9	10.2	11.9	15.0	4	3	.8	11.7
$50-99 MILLION..............	17	6	11.2	10.4	10.9	12.2	6	11	.4	11.4
$100-249 MILLION............	25	13	12.1	11.8	12.5	12.8	8	17	.7	12.8
$250-499 MILLION............	15	21	12.7	11.9	13.2	13.9	3	13	.6	14.1
$500-999 MILLION............	13	34	13.4	11.3	12.5	14.4	6	26	.9	13.0
$1 BILLION & OVER...........	10	75	13.6	12.6	13.9	14.8	*	-	-	-
719 TELLER I										
ALL BANKS....................	86	20	11.3	9.7	10.9	11.9	26	12	.5	10.9
UNDER $50 MILLION...........	7	3	11.5	8.0	11.0	13.5	4	2	.7	11.8
$50-99 MILLION..............	15	5	10.0	8.8	9.6	11.2	5	7	.3	9.7
$100-249 MILLION............	29	12	10.4	9.7	10.4	11.1	9	9	.4	10.6
$250-499 MILLION............	15	19	11.4	10.5	11.1	12.2	3	6	1.0	12.7
$500-999 MILLION............	11	33	11.1	9.9	11.4	12.3	5	37	.6	10.8
$1 BILLION & OVER...........	9	64	12.0	11.0	12.0	12.6	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS..................	9	2	$13.9	$10.0	$12.0	$13.2	4	2	$0.6	$11.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	11.3	9.7	11.5	12.9	3	1	.6	12.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	14	6	16.0	12.5	14.2	17.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	2	13.9	12.5	13.4	15.9	*	-	-	-
$250-499 MILLION............	3	6	14.5	12.3	13.9	17.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	16	16.9	14.5	15.9	18.0	*	-	-	-
722 TELLER, VAULT										
ALL BANKS..................	9	2	13.3	12.0	13.6	14.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	1	13.2	10.0	12.9	14.9	*	-	-	-
$500-999 MILLION............	4	3	13.2	11.3	12.8	14.4	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS..................	66	21	11.7	10.2	11.1	13.1	14	12	.3	11.1
UNDER $50 MILLION...........	3	4	10.4	9.4	10.4	13.5	*	-	-	-
$50-99 MILLION..............	10	7	9.8	8.8	9.3	10.5	3	8	.1	9.5
$100-249 MILLION............	23	11	11.6	10.4	11.0	13.5	6	16	.3	10.8
$250-499 MILLION............	16	18	11.2	10.3	11.4	12.9	3	5	.2	12.9
$500-999 MILLION............	8	34	11.3	10.7	11.3	12.9	*	-	-	-
$1 BILLION & OVER...........	6	83	12.7	11.8	12.3	13.4	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS..................	7	20	19.8	13.5	16.8	22.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS..................	35	1	63.4	45.0	59.9	69.0	30	1	8.9	69.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	1	46.6	36.2	43.6	56.0	8	1	3.8	52.0
$250-499 MILLION............	11	1	56.8	54.0	57.2	60.0	10	1	8.5	64.3
$500-999 MILLION............	9	1	75.3	63.0	72.1	83.6	7	1	6.1	80.7
$1 BILLION & OVER...........	3	1	130.0	100.1	130.1	160.1	3	1	48.9	163.9

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS....................	19	1	$49.1	$37.0	$45.0	$55.3	9	1	$5.6	$54.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	24.4	20.3	25.0	27.9	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	5	1	46.2	45.0	45.6	48.0	*	-	-	-
$500-999 MILLION............	5	1	40.5	39.6	42.7	46.3	3	1	3.1	34.1
$1 BILLION & OVER...........	4	2	72.5	60.3	83.9	104.4	4	2	10.3	86.6
803 TRUST INVESTMENT OFFICER										
ALL BANKS....................	16	1	43.3	30.6	33.8	54.2	6	1	5.2	59.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	29.6	27.4	29.0	32.4	*	-	-	-
$250-499 MILLION............	4	1	38.5	32.7	33.7	49.3	*	-	-	-
$500-999 MILLION............	6	1	39.8	31.3	46.0	54.1	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS....................	20	2	41.0	31.5	36.4	40.4	8	2	3.8	41.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	9	2	35.8	34.2	36.7	37.5	4	2	4.5	42.8
$500-999 MILLION............	5	2	32.5	30.0	35.1	36.1	*	-	-	-
$1 BILLION & OVER...........	4	6	48.8	32.2	44.4	53.8	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS....................	21	2	27.0	19.0	24.0	29.0	8	1	1.7	23.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	18.9	16.2	19.0	24.2	3	1	.7	20.5
$250-499 MILLION............	9	1	23.7	19.6	24.0	29.0	*	-	-	-
$500-999 MILLION............	5	2	22.4	19.8	19.8	24.9	*	-	-	-
$1 BILLION & OVER...........	3	6	34.0	29.5	35.2	35.6	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS....................	6	2	42.2	30.8	39.2	48.0	3	2	.9	43.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS....................	7	3	31.7	18.2	24.0	35.2	3	1	.6	24.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
808 SECURITIES ANALYST										
ALL BANKS..................	4	1	$18.1	$14.7	$19.0	$22.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	3	1	17.1	14.2	16.2	22.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS..................	24	1	28.7	18.3	28.8	35.1	7	1	$1.4	$27.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	1	19.7	15.4	18.2	22.1	4	1	1.5	23.5
$250-499 MILLION............	8	1	25.0	16.6	26.2	32.8	*	-	-	-
$500-999 MILLION............	6	1	34.0	30.0	35.1	35.9	*	-	-	-
$1 BILLION & OVER...........	3	1	48.8	38.8	50.0	57.6	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS..................	33	3	13.2	12.0	13.5	14.1	14	3	.8	14.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	2	12.3	11.8	12.3	13.9	*	-	-	-
$100-249 MILLION............	12	3	12.6	11.1	13.1	13.8	7	3	.8	14.3
$250-499 MILLION............	12	3	13.2	11.2	14.0	15.3	3	2	1.0	16.0
$500-999 MILLION............	5	5	13.0	12.2	13.2	13.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
HUMAN RESOURCES										
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901 HEAD OF HUMAN RESOURCES										
ALL BANKS..................	60	1	40.4	29.6	35.8	50.5	34	1	5.9	50.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	23.8	20.8	24.5	26.0	*	-	-	-
$100-249 MILLION............	20	1	31.5	26.6	30.3	38.1	11	1	3.7	35.1
$250-499 MILLION............	15	1	40.8	33.5	35.5	45.0	9	1	6.1	49.9
$500-999 MILLION............	14	1	46.2	35.0	49.7	54.0	9	1	5.9	53.9
$1 BILLION & OVER...........	7	1	63.0	48.0	56.0	85.0	4	1	11.1	85.9
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS..................	20	1	36.0	24.5	32.3	39.7	7	1	2.1	36.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	24.0	20.0	23.3	28.0	*	-	-	-
$250-499 MILLION............	3	1	33.6	26.8	35.4	38.7	*	-	-	-
$500-999 MILLION............	5	1	32.2	30.5	34.0	37.0	3	1	2.3	39.4
$1 BILLION & OVER...........	5	1	56.0	41.0	54.0	62.3	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS..................	47	1	18.7	15.0	17.0	20.3	18	1	1.9	23.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	19	1	16.2	13.8	16.0	18.8	5	1	1.8	20.2
$250-499 MILLION............	12	1	19.9	16.5	18.1	20.5	3	1	4.1	31.7
$500-999 MILLION............	12	1	19.2	15.0	19.7	24.2	7	1	1.2	22.7
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS....................	24	1	$26.2	$18.6	$24.4	$32.5	6	1	$0.6	$18.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	15.5	13.6	14.5	18.4	*	-	-	-
$250-499 MILLION.............	8	1	22.5	16.6	20.7	30.1	*	-	-	-
$500-999 MILLION.............	7	1	23.4	20.3	23.8	26.6	*	-	-	-
$1 BILLION & OVER............	6	1	40.4	32.8	38.8	50.1	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	25	4	18.4	14.8	16.0	17.8	6	1	.4	14.3
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	7	2	16.0	14.0	16.0	20.0	*	-	-	-
$250-499 MILLION.............	9	3	16.1	14.7	15.5	17.4	*	-	-	-
$500-999 MILLION.............	4	6	16.9	15.6	16.0	18.5	*	-	-	-
$1 BILLION & OVER............	4	8	22.4	18.1	23.6	45.6	*	-	-	-
MARKETING ---------										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	49	1	43.7	29.3	42.0	49.8	24	1	6.0	55.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	30.4	22.8	25.8	42.5	*	-	-	-
$100-249 MILLION.............	12	1	32.2	25.1	30.7	34.9	4	1	2.5	35.8
$250-499 MILLION.............	15	1	40.9	29.0	42.0	49.0	10	1	5.4	49.3
$500-999 MILLION.............	11	1	46.4	36.6	44.0	53.0	6	1	5.8	53.2
$1 BILLION & OVER............	8	1	67.1	43.4	66.3	87.7	3	1	15.3	110.8
926 MARKETING COORDINATOR										
ALL BANKS....................	30	1	19.2	14.6	19.3	22.5	9	1	1.4	21.9
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	8	1	17.4	13.4	15.5	23.3	*	-	-	-
$250-499 MILLION.............	10	1	21.3	13.4	21.2	29.0	*	-	-	-
$500-999 MILLION.............	8	1	18.7	16.0	19.6	22.4	4	1	1.6	21.1
$1 BILLION & OVER............	3	1	19.0	17.7	19.3	19.5	*	-	-	-
ADMINISTRATIVE SERVICES -----------------------										
950 MANAGER, PURCHASING										
ALL BANKS....................	45	1	25.2	17.6	22.1	31.6	15	1	2.3	23.7
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	14.5	14.0	14.2	15.4	*	-	-	-
$100-249 MILLION.............	10	1	19.2	15.1	17.6	21.5	3	1	1.2	16.8
$250-499 MILLION.............	14	1	24.1	19.0	20.3	27.0	5	1	2.0	24.3
$500-999 MILLION.............	9	1	25.3	22.1	26.0	28.8	4	1	3.9	30.0
$1 BILLION & OVER............	9	1	37.2	25.8	36.5	44.8	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	28	1	31.0	23.8	26.7	35.7	8	1	2.4	29.1
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	3	1	24.4	22.5	23.7	26.9	*	-	-	-
$250-499 MILLION.............	8	1	28.6	23.0	25.8	31.4	3	1	1.4	24.4
$500-999 MILLION.............	9	1	29.9	25.0	28.9	33.0	3	1	3.5	33.7
$1 BILLION & OVER............	7	1	37.5	25.9	36.0	48.0	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS	13	10	$15.7	$11.7	$15.6	$16.6	3	3	$1.4	$15.5
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	4	16.5	15.1	17.1	19.2	*	-	-	-
$1 BILLION & OVER	6	20	15.7	11.7	15.9	16.6	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS	46	2	16.1	13.0	15.6	18.8	13	1	.6	15.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	6	1	12.5	10.2	11.7	13.6	4	1	.5	11.6
$100-249 MILLION	13	2	16.0	14.3	15.7	18.7	4	2	.6	17.1
$250-499 MILLION	11	2	13.8	11.6	13.5	19.5	*	-	-	-
$500-999 MILLION	10	3	16.0	14.0	15.9	18.2	3	2	.8	18.8
$1 BILLION & OVER	6	5	18.2	16.0	18.2	19.0	*	-	-	-
954 CUSTODIAN										
ALL BANKS	34	5	10.4	9.7	10.8	11.8	13	4	.4	11.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	2	10.0	7.9	10.4	12.8	4	1	.3	10.9
$100-249 MILLION	7	3	10.4	9.0	11.1	13.5	3	2	.3	12.5
$250-499 MILLION	10	5	10.8	10.3	11.0	11.8	*	-	-	-
$500-999 MILLION	6	11	10.0	9.7	10.6	10.7	3	9	.6	11.2
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS	56	4	11.8	10.6	12.1	14.0	17	3	.8	12.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	11.4	10.5	11.3	11.9	3	2	.4	11.6
$100-249 MILLION	21	2	12.1	11.8	13.0	14.0	6	2	.9	12.8
$250-499 MILLION	11	3	11.7	10.2	11.3	14.0	3	2	.9	12.5
$500-999 MILLION	10	4	11.8	9.9	11.1	14.1	5	4	.9	11.8
$1 BILLION & OVER	9	12	11.7	11.6	12.3	15.1	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS	58	3	18.3	16.1	17.8	20.1	21	4	.9	18.7
UNDER $50 MILLION	6	1	16.6	16.4	17.8	18.0	5	1	1.3	19.0
$50-99 MILLION	10	1	18.0	15.6	16.4	20.1	5	1	.5	17.7
$100-249 MILLION	17	2	18.0	15.6	17.0	20.0	4	2	.7	17.3
$250-499 MILLION	10	3	18.7	17.1	18.6	19.5	3	3	.9	20.4
$500-999 MILLION	9	7	16.6	15.5	17.1	23.5	4	11	1.1	19.7
$1 BILLION & OVER	6	5	22.5	19.2	22.3	26.6	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS	70	3	21.7	15.0	18.9	22.4	22	2	1.3	17.7
UNDER $50 MILLION	5	1	14.9	13.5	14.0	19.0	3	1	.7	13.7
$50-99 MILLION	6	1	14.5	12.6	15.0	15.1	3	1	.6	15.4
$100-249 MILLION	27	2	18.9	15.0	18.7	22.1	10	2	1.4	18.1
$250-499 MILLION	12	2	19.4	14.7	18.3	21.4	*	-	-	-
$500-999 MILLION	12	3	18.9	16.7	19.5	22.9	4	4	1.6	17.6
$1 BILLION & OVER	8	14	24.9	20.0	23.3	25.9	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	47	7	$15.3	$11.3	$13.0	$15.5	16	3	$0.9	$13.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	17	2	12.5	10.4	11.5	14.2	8	2	.8	12.8
$250-499 MILLION............	10	6	14.8	12.9	14.0	15.5	*	-	-	-
$500-999 MILLION............	10	7	13.4	11.9	12.6	14.7	4	5	1.1	12.5
$1 BILLION & OVER...........	7	24	16.9	14.9	16.6	17.5	*	-	-	-
978 CLERK I										
ALL BANKS....................	24	5	11.5	9.5	11.1	12.8	6	2	.7	11.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	9	2	10.9	10.4	11.0	13.8	*	-	-	-
$250-499 MILLION............	4	7	12.5	11.9	12.3	13.2	*	-	-	-
$500-999 MILLION............	6	3	10.3	8.7	9.9	12.2	3	2	.6	9.8
$1 BILLION & OVER...........	4	15	11.7	9.5	11.5	13.4	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS....................	21	8	11.8	9.9	11.0	12.6	4	6	.1	8.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	6	12.2	9.8	10.1	12.6	3	6	.2	10.1
$250-499 MILLION............	4	5	11.6	9.2	10.8	12.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	4	6	11.4	9.1	14.0	17.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	8	11.2	8.4	11.3	16.6	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	10	4	11.0	10.0	11.5	14.0	5	6	1.2	15.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	6	10.6	10.1	10.9	12.1	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS....................	31	2	11.9	9.7	11.0	13.0	10	1	.7	12.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	1	11.3	9.4	10.9	12.5	4	1	.8	12.4
$250-499 MILLION............	8	1	12.4	9.8	11.2	12.9	3	1	.6	12.3
$500-999 MILLION............	7	2	12.4	9.5	10.6	13.8	3	2	.5	11.0
$1 BILLION & OVER...........	8	5	11.7	10.7	11.4	12.6	*	-	-	-

REGION II.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	16	7	$14.9	$11.6	$14.0	$17.1	4	4	$0.8	$11.9
UNDER $50 MILLION...........	-	-	-	--	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	11.4	9.0	11.8	13.4	*	-	-	-
$250-499 MILLION............	4	4	13.7	11.7	13.3	14.5	*	-	-	-
$500-999 MILLION............	3	14	10.3	9.2	13.3	15.7	*	-	-	-
$1 BILLION & OVER...........	5	11	19.2	17.5	18.1	18.8	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	69	1	12.6	10.4	12.1	13.9	21	1	.8	12.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	10	1	10.4	9.6	10.0	11.1	3	1	.4	10.8
$100-249 MILLION............	23	1	12.1	10.4	12.5	13.5	10	1	.8	13.1
$250-499 MILLION............	15	1	12.5	10.1	12.7	14.1	3	1	1.0	14.5
$500-999 MILLION............	13	1	12.7	11.6	12.9	14.5	4	1	1.2	12.3
$1 BILLION & OVER...........	7	4	14.1	13.2	13.5	14.4	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	30	2	12.8	10.3	12.0	13.1	6	2	.7	12.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	2	12.2	10.8	12.7	13.1	*	-	-	-
$250-499 MILLION............	8	1	11.5	9.1	11.2	13.1	*	-	-	-
$500-999 MILLION............	3	2	9.9	9.1	9.6	11.7	3	2	.4	11.1
$1 BILLION & OVER...........	5	4	15.2	12.7	13.2	14.1	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region III South Atlantic

Delaware
Maryland
Virginia
Washington, D.C.

REGION III.

1986 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS..................	33	1	$97.1	$71.1	$90.0	$108.1	20	1	$19.8	$110.9
UNDER $50 MILLION...........	5	1	69.2	52.0	60.0	80.1	*	-	-	-
$50-99 MILLION..............	7	1	74.2	63.0	71.1	80.0	4	1	9.4	80.1
$100-249 MILLION............	10	1	86.5	74.1	80.8	108.1	7	1	19.7	107.6
$250-499 MILLION............	7	1	104.8	97.6	100.1	118.0	4	1	37.9	153.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS..................	19	1	60.4	46.0	59.5	74.0	8	1	5.9	63.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	57.6	46.0	59.1	61.0	*	-	-	-
$250-499 MILLION............	6	1	64.5	50.0	63.3	74.1	3	1	7.1	77.6
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS..................	22	1	71.2	49.0	68.1	77.1	13	1	7.9	72.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	37.8	35.7	37.7	40.2	3	1	5.7	43.5
$100-249 MILLION............	6	1	63.5	58.0	66.6	70.1	3	1	9.8	76.8
$250-499 MILLION............	7	1	72.6	68.0	70.1	80.0	4	1	8.0	86.7
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS..................	19	1	35.8	30.0	35.0	38.0	3	1	3.4	34.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	34.1	30.0	34.0	37.0	*	-	-	-
$250-499 MILLION............	3	1	28.2	22.5	24.0	38.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
203 ACCOUNTANT										
ALL BANKS....................	18	3	$22.4	$19.5	$24.7	$28.0	4	1	$1.8	$32.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	7	1	22.0	19.0	21.4	28.0	*	-	-	-
$250-499 MILLION...........	4	1	28.2	21.1	28.9	33.3	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS....................	9	1	29.4	24.8	28.1	32.0	4	1	3.1	27.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	4	1	32.8	25.1	29.0	44.3	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS....................	12	2	24.9	18.1	22.1	26.6	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	4	2	24.0	21.8	23.6	25.9	*	-	-	-
$250-499 MILLION...........	3	1	22.7	17.7	19.5	31.0	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS....................	20	2	16.0	14.0	16.0	17.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	8	2	17.0	15.5	16.4	18.0	*	-	-	-
$250-499 MILLION...........	6	1	16.6	16.2	16.8	17.6	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS....................	20	2	13.4	10.9	13.1	14.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	3	1	11.6	10.0	10.0	13.2	*	-	-	-
$100-249 MILLION...........	5	1	15.2	13.9	14.0	14.7	*	-	-	-
$250-499 MILLION...........	6	1	12.2	11.5	11.8	13.4	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL -------------										
301 AUDITOR										
ALL BANKS....................	15	1	39.7	33.0	40.3	50.2	6	1	3.2	32.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	3	1	38.8	28.0	38.4	50.0	*	-	-	-
$250-499 MILLION...........	7	1	40.4	35.0	40.3	43.2	3	1	4.6	37.6
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS....................	8	1	$30.8	$21.7	$29.4	$35.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	1	26.4	20.0	26.8	32.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	14	1	20.2	16.9	19.2	22.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	17.5	16.5	17.1	19.4	*	-	-	-
$250-499 MILLION............	7	1	20.3	15.5	20.5	23.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS....................	18	1	58.7	40.4	52.1	67.6	7	1	5.4	58.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	40.0	30.0	37.8	52.2	*	-	-	-
$100-249 MILLION............	5	1	55.4	40.4	44.0	52.8	*	-	-	-
$250-499 MILLION............	4	1	58.1	50.9	57.3	66.3	3	1	6.8	71.8
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	15	1	29.5	26.0	28.9	30.5	5	1	2.7	29.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	19.3	14.0	20.0	29.0	3	1	1.8	22.8
$100-249 MILLION............	4	2	34.5	27.0	32.6	41.5	*	-	-	-
$250-499 MILLION............	5	1	29.2	28.8	29.3	30.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	7	1	36.0	28.0	38.0	44.3	3	2	4.7	45.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	32.5	26.5	33.0	42.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	6	1	20.6	15.8	19.5	25.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	18.3	15.8	18.0	21.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	5	2	19.8	17.0	19.5	22.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	4	1	41.5	30.4	42.2	51.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	37.0	26.5	42.0	42.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	3	1	51.2	31.5	54.5	64.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$4 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
411 LOAN OFFICER II										
ALL BANKS....................	4	3	$19.7	$17.6	$22.3	$38.8	3	4	$4.3	$31.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	8	1	17.1	14.0	17.0	18.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	2	17.5	10.8	15.2	31.0	*	-	-	-
$250-499 MILLION............	3	1	17.3	17.0	17.0	17.8	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	3	1	13.6	10.4	13.9	16.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	13	4	13.9	11.3	13.3	17.4	3	2	1.9	13.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	3	12.3	11.6	11.7	13.8	*	-	-	-
$100-249 MILLION............	3	7	14.6	11.2	17.4	18.0	*	-	-	-
$250-499 MILLION............	3	3	14.0	11.0	11.3	17.5	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	8	1	44.5	30.5	46.0	55.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	4	1	47.9	33.0	51.5	59.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS....................	12	1	$31.9	$26.0	$33.4	$37.8	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	1	25.2	20.6	26.1	29.0	*	-	-	-
$250-499 MILLION.............	4	2	32.1	26.1	34.5	40.5	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS....................	6	9	24.6	19.4	22.1	25.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	3	1	19.1	13.2	21.6	22.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS....................	12	2	22.7	17.1	21.7	26.1	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	2	20.3	15.8	17.8	21.8	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS....................	8	3	14.5	11.6	13.0	16.9	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS....................	14	7	18.0	11.9	13.9	18.3	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	3	6	19.5	13.9	13.9	20.2	*	-	-	-
$250-499 MILLION.............	5	4	14.2	11.0	11.9	15.8	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS....................	11	1	53.0	41.1	50.0	72.0	4	1	4.0	52.2
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-93 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	6	1	54.6	43.4	50.6	72.1	3	1	4.0	52.2
$250-499 MILLION.............	4	1	53.5	32.0	55.0	73.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	9	2	$49.7	$42.8	$46.5	$51.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	3	51.5	37.0	44.7	55.2	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	10	2	35.2	32.0	33.8	35.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	3	38.6	33.8	36.7	41.2	*	-	-	-
$250-499 MILLION	3	2	30.5	25.0	31.2	33.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	10	1	27.8	24.8	28.3	30.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	30.1	22.9	31.1	37.6	*	-	-	-
$250-499 MILLION	3	1	26.2	23.5	26.6	28.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	9	2	17.2	12.0	16.7	19.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	3	17.7	11.3	14.4	20.7	*	-	-	-
$250-499 MILLION	3	2	17.6	8.7	18.0	19.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	10	3	15.7	13.8	14.4	19.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	2	18.9	14.0	19.4	19.5	*	-	-	-
$250-499 MILLION	3	3	13.0	12.5	14.0	14.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	14	1	40.0	32.5	37.7	45.0	3	1	3.0	40.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	36.4	30.1	35.8	43.3	*	-	-	-
$250-499 MILLION	6	1	45.1	25.2	47.5	56.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	7	2	$25.7	$20.0	$30.4	$37.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	3	25.7	22.2	30.4	36.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	8	2	23.5	19.8	27.0	28.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	2	22.1	19.8	26.4	28.9	*	-	-	-
$250-499 MILLION	3	2	24.5	18.2	26.3	28.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	7	1	20.1	15.2	19.2	24.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	2	20.7	15.2	19.1	25.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	10	1	22.0	18.0	21.8	27.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	25.2	19.0	22.9	33.6	*	-	-	-
$250-499 MILLION	4	1	24.2	19.0	24.7	29.1	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	15	3	14.6	13.1	15.9	18.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	2	16.1	14.0	17.0	20.0	*	-	-	-
$250-499 MILLION	5	4	13.6	12.9	13.3	14.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	8	1	13.5	12.0	13.1	16.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	13.4	10.2	12.6	17.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS	14	4	$13.7	$11.8	$13.4	$14.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	4	13.5	12.8	13.4	13.9	*	-	-	-
$250-499 MILLION	4	6	13.1	11.3	12.4	14.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS	3	2	34.6	33.2	34.2	35.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS	20	1	42.6	21.8	39.3	51.2	9	1	4.1	41.5
UNDER $50 MILLION	3	1	19.4	17.0	17.3	24.0	*	-	-	-
$50-99 MILLION	3	1	21.3	12.9	21.0	30.0	*	-	-	-
$100-249 MILLION	6	1	45.0	43.8	47.7	51.5	*	-	-	-
$250-499 MILLION	6	1	44.0	33.0	39.3	55.5	3	1	5.9	48.4
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS	9	1	25.5	18.4	27.0	29.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	20.3	15.6	18.4	27.0	*	-	-	-
$250-499 MILLION	4	1	29.8	24.8	29.3	35.3	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS	16	1	19.3	16.8	18.9	21.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	18.8	17.1	18.9	20.6	*	-	-	-
$250-499 MILLION	5	1	20.2	16.8	19.4	21.5	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS....................	21	3	$12.9	$11.0	$13.0	$15.2	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	11.0	10.3	11.0	12.5	*	-	-	-
$100-249 MILLION............	8	3	10.9	10.4	12.3	13.6	*	-	-	-
$250-499 MILLION............	7	3	14.7	14.0	14.7	15.8	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS....................	15	3	12.0	11.0	12.0	12.8	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	2	12.2	11.0	11.3	12.8	*	-	-	-
$250-499 MILLION............	6	3	11.4	10.6	11.7	12.1	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS....................	11	3	10.6	9.0	10.3	11.4	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	6	4	10.6	8.2	9.8	11.3	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS....................	8	1	23.5	17.2	22.3	29.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	3	1	24.9	21.2	22.1	31.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS....................	15	1	18.1	16.4	18.4	20.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	18.3	17.9	18.3	18.9	*	-	-	-
$250-499 MILLION............	6	1	19.5	15.5	19.8	24.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS....................	25	3	12.4	11.3	12.0	13.2	4	3	1.7	13.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	2	11.7	11.8	12.0	12.0	*	-	-	-
$100-249 MILLION............	9	2	12.2	10.7	12.9	14.6	*	-	-	-
$250-499 MILLION............	6	5	12.5	11.3	12.4	13.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS..................	7	1	$12.0	$10.4	$12.0	$13.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS..................	3	2	12.2	8.8	12.2	14.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS..................	4	1	30.7	28.1	29.7	34.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS..................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS	7	1	$14.1	$12.0	$14.6	$16.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	14.0	10.5	14.6	17.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS	8	1	$51.4	$44.5	$53.5	$59.7	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	53.8	47.5	54.0	60.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
603 PROGRAMMER II										
ALL BANKS	7	2	26.5	25.2	25.8	34.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	2	25.7	18.0	25.8	33.1	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
604 PROGRAMMER I										
ALL BANKS	5	2	19.9	20.0	21.5	21.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	3	1	43.8	38.0	45.0	48.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
606 SYSTEMS ANALYST										
ALL BANKS	3	1	$26.3	$15.0	$27.0	$37.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
607 DATA ENTRY										
ALL BANKS	5	3	12.5	11.0	11.1	11.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	6	1	32.9	21.8	32.5	42.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	32.8	21.5	30.0	47.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	11	1	20.4	17.7	21.3	24.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	23.3	19.4	23.1	27.6	*	-	-	-
$250-499 MILLION	7	1	18.9	14.3	21.3	22.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	14	3	14.1	13.0	14.0	16.8	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	2	15.6	[illegible]	15.8	18.9	*	-	-	-
$250-499 MILLION	7	3	[illegible]	[illegible]	13.9	15.8	*	-	-	-
$500-999 MILLION	-	-	[illegible]	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	[illegible]	-	-	-	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS	8	1	58.7	46.0	60.8	68.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	50.0	41.1	49.0	59.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS....................	7	1	$16.8	$14.3	$16.6	$19.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	16.7	11.0	16.6	22.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS....................	12	1	38.4	30.1	37.4	43.6	3	1	$9.0	$74.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	1	30.4	26.0	30.2	35.3	*	-	-	-
$250-499 MILLION............	4	1	47.3	38.6	43.2	60.1	3	1	9.0	74.5
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS....................	6	5	27.8	25.8	30.2	30.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS....................	14	4	25.3	22.5	27.2	30.8	4	4	2.1	27.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	24.0	22.5	22.5	30.0	*	-	-	-
$100-249 MILLION............	3	3	25.2	22.9	28.0	30.8	*	-	-	-
$250-499 MILLION............	4	4	28.2	23.5	29.5	33.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS....................	28	7	23.2	20.1	23.0	25.7	6	4	2.5	22.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	2	19.3	19.5	20.4	23.0	3	2	2.5	20.6
$100-249 MILLION............	10	7	22.3	19.1	20.9	23.0	*	-	-	-
$250-499 MILLION............	7	7	26.1	23.7	27.0	30.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS....................	5	3	19.5	18.4	18.7	21.1	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25[1]	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS....................	8	2	$19.3	$17.3	$18.9	$23.2	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS....................	21	6	17.1	16.4	16.9	18.3	3	7	2.2	19.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	16.4	14.6	16.7	18.0	*	-	-	-
$100-249 MILLION............	9	6	16.6	15.5	16.9	18.0	*	-	-	-
$250-499 MILLION............	4	7	18.4	16.6	19.5	22.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS....................	6	2	23.7	17.0	24.5	26.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS....................	4	6	20.3	16.2	17.3	21.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS....................	13	4	16.8	15.0	16.2	18.6	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	16.9	16.2	16.3	17.7	*	-	-	-
$250-499 MILLION............	3	7	18.2	14.1	18.6	19.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS....................	28	10	13.7	12.4	13.7	14.7	4	4	1.7	14.6
UNDER $50 MILLION...........	3	2	12.9	10.8	10.9	17.0	*	-	-	-
$50-99 MILLION..............	5	3	13.2	12.5	13.4	13.7	*	-	-	-
$100-249 MILLION............	10	6	14.1	12.3	13.8	14.8	*	-	-	-
$250-499 MILLION............	6	11	14.1	13.6	14.6	15.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
714 CLERK, SAFE DEPOSIT										
ALL BANKS	3	1	$15.6	$14.5	$15.5	$16.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS	7	2	17.2	15.0	16.6	18.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	2	15.5	14.5	15.6	17.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
717 TELLER, HEAD										
ALL BANKS	26	7	13.8	12.5	13.4	14.5	*	-	-	-
UNDER $50 MILLION	3	2	12.1	10.9	12.3	12.4	*	-	-	-
$50-99 MILLION	4	3	13.0	11.4	13.3	14.1	*	-	-	-
$100-249 MILLION	10	5	14.2	12.9	14.3	14.9	*	-	-	-
$250-499 MILLION	6	9	14.3	13.2	14.0	16.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
718 TELLER II										
ALL BANKS	27	12	12.4	11.1	11.9	13.0	5	13	1.4	12.4
UNDER $50 MILLION	3	4	10.5	10.4	10.5	10.7	*	-	-	-
$50-99 MILLION	7	8	11.2	10.5	11.1	12.3	3	10	1.4	11.9
$100-249 MILLION	8	11	12.5	11.7	12.0	13.7	*	-	-	-
$250-499 MILLION	6	22	13.1	11.8	12.5	14.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
719 TELLER I										
ALL BANKS	26	23	11.3	9.9	10.5	11.6	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	5	9.5	8.5	8.8	10.4	*	-	-	-
$100-249 MILLION	8	12	11.1	10.5	10.9	11.8	*	-	-	-
$250-499 MILLION	7	24	10.7	9.9	10.3	12.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS....................	5	2	12.8	10.8	13.0	13.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
722 TELLER, VAULT										
ALL BANKS....................	3	4	13.9	12.1	13.3	15.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS....................	18	12	11.5	10.4	11.7	12.4	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	8	11.7	11.6	12.0	12.4	*	-	-	-
$250-499 MILLION............	5	22	11.6	10.0	12.0	12.4	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS....................	9	1	46.7	35.4	52.5	57.0	4	1	7.5	54.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	6	1	52.9	45.5	54.8	59.5	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS	3	1	45.8	39.0	46.0	52.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	5	1	42.5	33.0	33.5	52.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	1	44.3	31.9	42.5	52.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	4	2	24.2	20.1	24.0	30.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	2	24.0	19.1	22.9	32.3	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY: # OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES: 25	50	75	BONUS/INCENTIVE DATA: # OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
808 SECURITIES ANALYST										
ALL BANKS..................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS..................	5	1	$33.6	$24.6	$24.7	$30.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	3	1	41.6	24.7	30.8	69.3	*	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS..................	9	3	13.8	12.4	14.6	15.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	7	3	13.5	10.9	12.9	18.2	*	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
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901 HEAD OF HUMAN RESOURCES										
ALL BANKS..................	20	1	39.4	28.7	36.4	43.6	7	1	$3.4	$36.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	8	1	31.6	27.9	29.6	37.7	*	-	-	-
$250-499 MILLION...........	6	1	42.6	36.8	43.0	46.0	3	1	5.8	47.7
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS..................	8	1	35.7	25.4	35.8	43.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	3	1	31.3	18.6	31.2	44.1	*	-	-	-
$250-499 MILLION...........	3	1	34.9	23.4	40.0	41.3	*	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS..................	16	1	17.8	15.1	16.5	19.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	4	1	16.5	15.3	16.0	18.6	*	-	-	-
$250-499 MILLION...........	7	1	18.9	14.3	16.9	22.6	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS....................	11	1	$22.4	$17.0	$23.0	$26.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	1	19.4	16.6	19.2	23.0	*	-	-	-
$250-499 MILLION............	4	1	25.6	20.8	26.0	30.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	6	2	18.3	16.0	16.5	20.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	1	17.3	16.0	16.0	17.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
MARKETING **---------**										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	14	1	39.4	29.0	42.3	47.5	5	1	3.6	43.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	42.3	29.0	44.5	49.5	*	-	-	-
$250-499 MILLION............	6	1	40.8	32.0	42.3	47.5	3	1	3.8	35.8
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS....................	8	1	21.5	20.7	21.2	22.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	1	21.5	20.9	21.4	22.4	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
ADMINISTRATIVE SERVICES **-----------------------**										
950 MANAGER, PURCHASING										
ALL BANKS....................	11	1	27.1	20.3	25.6	33.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	24.0	18.6	22.3	31.2	*	-	-	-
$250-499 MILLION............	5	1	30.2	23.0	26.5	38.2	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	7	1	30.3	22.7	29.6	37.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
952 SECURITY GUARD										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS....................	10	1	16.0	13.2	15.0	15.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	5	1	14.9	14.5	15.0	15.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
954 CUSTODIAN										
ALL BANKS....................	6	2	10.0	8.8	10.9	11.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS....................	15	3	12.5	10.8	11.9	15.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	2	14.2	11.8	12.5	15.8	*	-	-	-
$250-499 MILLION............	5	4	12.0	11.2	11.9	14.5	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES										
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975 ADMINISTRATIVE ASST.										
ALL BANKS....................	14	6	18.5	15.4	21.4	24.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	5	20.4	18.5	21.3	28.0	*	-	-	-
$250-499 MILLION............	5	4	18.3	14.9	21.5	21.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS....................	25	2	18.5	14.9	16.7	19.0	*	-	-	-
UNDER $50 MILLION...........	4	1	14.2	10.7	14.6	17.3	*	-	-	-
$50-99 MILLION..............	5	2	15.9	13.7	17.5	18.6	*	-	-	-
$100-249 MILLION............	8	2	19.3	16.0	16.8	20.8	*	-	-	-
$250-499 MILLION............	4	3	17.4	14.5	16.3	20.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	13	4	$14.7	$12.0	$13.3	$15.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	4	15.0	12.0	14.3	15.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS	7	4	12.2	12.2	13.6	13.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	6	2	13.4	12.4	13.0	14.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
~~$50-99 MIL~~LION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	3	13.5	11.7	13.3	14.7	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS	6	2	13.8	11.0	11.8	13.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	8	2	$13.0	$11.0	$12.5	$15.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	4	2	11.9	9.7	12.2	13.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	25	1	12.4	10.3	12.0	13.2	3	2	$0.3	$10.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	9.0	8.4	8.8	10.0	*	-	-	-
$100-249 MILLION............	9	1	13.7	11.0	12.0	16.2	*	-	-	-
$250-499 MILLION............	7	1	11.7	9.8	10.5	13.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	10	3	13.9	12.0	12.5	13.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	2	12.9	11.9	12.2	13.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region IV South-East

Florida
Georgia
North Carolina
South Carolina

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	90	1	$93.4	$65.1	$83.4	$109.1	63	1	$17.7	$104.4
UNDER $50 MILLION	29	1	67.1	55.0	65.1	77.5	20	1	9.3	76.8
$50-99 MILLION	20	1	76.4	65.6	74.3	95.4	13	1	18.2	86.0
$100-249 MILLION	18	1	94.5	85.1	98.3	107.6	13	1	19.2	120.1
$250-499 MILLION	11	1	118.4	91.2	117.7	154.1	9	1	32.3	151.3
$500-999 MILLION	5	1	128.3	126.0	150.1	175.2	3	1	5.3	180.3
$1 BILLION & OVER	7	1	184.3	152.2	185.1	232.1	5	1	54.5	206.5
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	45	1	65.4	50.0	60.0	75.1	29	1	7.0	69.0
UNDER $50 MILLION	7	1	44.0	35.0	36.0	58.0	6	1	4.1	49.5
$50-99 MILLION	7	1	57.0	45.0	53.6	73.5	4	1	4.2	55.9
$100-249 MILLION	11	1	59.1	47.5	59.9	71.5	7	1	6.5	61.3
$250-499 MILLION	9	1	70.2	59.3	70.0	75.1	6	1	10.3	65.3
$500-999 MILLION	4	1	65.2	45.3	60.5	89.8	*	-	-	-
$1 BILLION & OVER	7	1	99.1	80.3	90.6	123.9	4	1	16.0	131.1
103 CHIEF OPERATING OFFICER										
ALL BANKS	59	1	64.9	41.7	58.3	78.7	41	1	10.1	71.4
UNDER $50 MILLION	17	1	39.7	32.0	41.0	46.2	9	1	3.7	40.1
$50-99 MILLION	14	1	53.6	40.0	55.4	60.0	10	1	8.9	63.6
$100-249 MILLION	11	1	67.2	56.6	63.0	75.0	8	1	9.4	81.8
$250-499 MILLION	11	1	85.2	72.5	78.7	102.0	8	1	19.0	93.9
$500-999 MILLION	3	1	84.2	71.1	82.6	99.0	3	1	1.9	72.9
$1 BILLION & OVER	3	1	161.2	141.2	155.1	187.6	3	1	39.5	194.5
104 ATTORNEY, STAFF										
ALL BANKS	5	1	72.1	60.4	70.1	86.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS	43	1	39.3	31.5	37.8	45.0	25	1	3.6	40.6
UNDER $50 MILLION	7	1	28.2	21.4	27.5	34.5	3	1	2.3	24.4
$50-99 MILLION	9	1	38.7	37.0	39.7	40.1	5	1	7.0	47.3
$100-249 MILLION	9	1	32.8	30.0	32.0	36.0	6	1	2.6	35.1
$250-499 MILLION	8	1	37.3	31.4	35.0	46.6	6	1	3.5	36.9
$500-999 MILLION	4	1	46.7	40.3	46.7	53.3	*	-	-	-
$1 BILLION & OVER	6	1	60.5	55.0	55.5	65.1	3	1	4.0	74.9

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS..................	19	1	$26.1	$22.2	$26.8	$29.5	6	1	$0.8	$24.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	19.2	13.7	22.4	27.0	*	-	-	-
$100-249 MILLION............	5	1	24.3	19.5	24.3	26.8	*	-	-	-
$250-499 MILLION............	4	1	27.8	20.0	26.7	36.1	*	-	-	-
$500-999 MILLION............	4	2	28.3	25.5	29.7	31.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS..................	11	1	45.4	25.6	49.2	60.0	4	1	4.3	66.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	4	1	49.5	23.6	53.5	71.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	48.3	30.0	55.0	60.0	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS..................	31	1	25.0	21.0	24.5	27.9	8	1	1.4	23.9
UNDER $50 MILLION...........	4	1	20.9	17.2	21.0	24.6	*	-	-	-
$50-99 MILLION..............	4	1	23.6	19.3	24.0	27.4	*	-	-	-
$100-249 MILLION............	6	1	21.8	17.7	20.8	26.3	3	1	1.1	23.2
$250-499 MILLION............	7	1	26.0	23.4	25.0	31.0	*	-	-	-
$500-999 MILLION............	4	1	24.8	22.0	24.6	27.8	*	-	-	-
$1 BILLION & OVER...........	6	2	27.7	23.8	26.8	33.6	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS..................	45	3	15.5	14.0	15.0	16.4	12	2	1.1	15.9
UNDER $50 MILLION...........	4	1	16.0	14.4	15.9	17.6	*	-	-	-
$50-99 MILLION..............	5	1	17.1	14.4	16.0	17.9	*	-	-	-
$100-249 MILLION............	13	2	15.4	14.5	15.0	16.4	6	2	1.1	15.4
$250-499 MILLION............	12	3	15.0	13.5	14.7	18.3	*	-	-	-
$500-999 MILLION............	4	2	14.3	13.9	14.2	15.2	*	-	-	-
$1 BILLION & OVER...........	7	6	15.7	14.2	14.8	17.8	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS..................	36	2	12.3	11.3	12.9	13.7	9	2	1.0	14.2
UNDER $50 MILLION...........	4	1	13.2	11.8	13.8	14.2	*	-	-	-
$50-99 MILLION..............	5	3	13.0	12.5	13.0	14.3	*	-	-	-
$100-249 MILLION............	8	2	12.6	12.1	13.1	13.7	4	3	1.0	14.1
$250-499 MILLION............	10	2	11.9	10.6	11.9	12.9	*	-	-	-
$500-999 MILLION............	3	2	12.3	11.7	13.0	13.3	*	-	-	-
$1 BILLION & OVER...........	6	3	11.7	11.3	11.4	12.9	*	-	-	-
AUDIT & LEGAL -------------										
301 AUDITOR										
ALL BANKS..................	48	1	31.7	22.2	31.8	40.0	21	1	2.6	35.5
UNDER $50 MILLION...........	6	1	17.8	14.5	18.3	22.0	*	-	-	-
$50-99 MILLION..............	11	1	27.8	19.5	26.0	35.0	7	1	3.4	28.6
$100-249 MILLION............	12	1	25.9	20.5	27.3	29.8	5	1	1.8	28.7
$250-499 MILLION............	9	1	40.6	37.0	40.0	44.1	4	1	5.1	50.8
$500-999 MILLION............	4	1	41.7	35.0	42.8	47.4	*	-	-	-
$1 BILLION & OVER...........	6	1	41.2	38.0	43.8	55.0	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS....................	27	1	$25.0	$20.0	$23.2	$27.6	13	1	$2.0	$26.1
UNDER $50 MILLION............	7	1	19.4	17.0	20.0	22.5	4	1	2.2	24.1
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	6	1	22.3	20.5	22.5	23.2	3	2	1.9	26.0
$250-499 MILLION.............	7	1	24.8	21.0	24.5	27.6	3	1	2.8	26.3
$500-999 MILLION.............	3	1	39.4	33.8	38.5	46.0	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	32	2	22.6	17.5	19.5	24.3	6	1	.7	20.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	6	1	17.2	14.7	17.4	18.5	*	-	-	-
$100-249 MILLION.............	7	1	16.5	15.2	16.4	18.0	*	-	-	-
$250-499 MILLION.............	9	2	22.4	18.8	24.0	24.4	*	-	-	-
$500-999 MILLION.............	4	2	25.0	18.2	23.3	27.5	*	-	-	-
$1 BILLION & OVER............	6	3	26.2	20.7	25.1	37.1	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS....................	52	1	57.4	45.3	55.8	66.9	28	1	7.0	61.4
UNDER $50 MILLION............	16	1	46.5	38.8	46.7	53.0	8	1	4.3	51.5
$50-99 MILLION...............	11	1	49.7	40.8	48.5	60.0	6	1	7.1	48.8
$100-249 MILLION.............	12	1	58.3	50.0	59.5	69.6	8	1	6.1	65.4
$250-499 MILLION.............	8	1	64.5	60.0	64.6	67.8	4	1	16.7	79.4
$500-999 MILLION.............	3	1	85.1	82.6	84.1	90.0	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	43	1	24.8	20.0	24.0	29.0	19	1	1.7	24.4
UNDER $50 MILLION............	11	1	23.6	18.7	23.0	27.0	6	1	1.5	23.3
$50-99 MILLION...............	10	1	27.1	22.8	25.2	32.0	4	1	2.8	26.1
$100-249 MILLION.............	11	1	22.6	19.4	21.4	24.0	5	2	.8	20.6
$250-499 MILLION.............	8	1	25.0	22.6	25.2	27.6	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	20	2	32.9	28.7	31.0	39.5	12	2	3.6	32.9
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	6	3	31.5	27.3	29.6	31.4	5	3	2.8	31.7
$250-499 MILLION.............	5	1	33.4	28.5	29.1	30.6	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	2	32.4	30.0	32.3	42.0	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS....................	4	1	$56.6	$42.8	$54.2	$73.0	3	1	$2.2	$56.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS....................	3	2	36.4	30.7	35.0	38.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS....................	18	1	24.1	22.0	24.3	27.5	5	2	2.2	27.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	26.6	24.5	26.8	28.6	3	1	3.9	32.9
$250-499 MILLION............	4	1	23.4	18.8	24.8	26.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	6	2	23.2	21.5	24.2	28.5	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS....................	17	2	18.1	13.4	17.8	21.9	6	1	1.3	17.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	14.9	13.4	14.9	16.6	*	-	-	-
$100-249 MILLION............	5	2	15.8	12.0	18.2	22.1	3	2	1.1	18.2
$250-499 MILLION............	3	3	20.1	12.6	12.8	21.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	3	19.1	17.3	17.9	22.0	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS....................	18	1	32.1	20.0	33.0	44.5	11	1	4.2	35.1
UNDER $50 MILLION...........	4	1	16.7	13.6	17.0	19.5	3	1	.6	16.9
$50-99 MILLION..............	5	1	34.5	26.0	40.0	41.0	3	1	5.3	38.0
$100-249 MILLION............	8	1	42.7	31.0	41.4	49.9	4	1	7.0	48.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS....................	22	2	38.9	28.7	37.3	43.3	17	1	5.6	40.9
UNDER $50 MILLION...........	11	1	30.1	23.5	29.0	37.8	9	1	4.6	35.9
$50-99 MILLION..............	3	2	41.8	37.2	37.3	46.3	3	2	7.9	48.2
$100-249 MILLION............	6	2	42.6	34.3	42.2	47.6	5	1	5.7	44.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS....................	23	2	$29.7	$25.0	$27.8	$32.0	10	2	$2.2	$29.5
UNDER $50 MILLION...........	8	1	27.4	25.0	27.8	30.1	5	1	1.7	28.6
$50-99 MILLION..............	6	2	24.0	21.2	24.4	27.7	*	-	-	-
$100-249 MILLION............	8	4	31.8	26.7	31.6	34.1	3	3	2.7	31.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	24	2	20.9	18.0	20.7	22.9	10	2	1.4	20.4
UNDER $50 MILLION...........	5	2	19.7	17.9	18.0	21.0	*	-	-	-
$50-99 MILLION..............	7	1	19.3	15.6	20.0	20.7	4	1	1.0	18.5
$100-249 MILLION............	10	3	21.6	19.8	21.6	23.0	4	3	1.5	21.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	23	2	15.1	13.4	15.3	16.8	12	2	.8	15.5
UNDER $50 MILLION...........	9	2	14.4	13.5	14.4	16.7	7	2	.7	15.3
$50-99 MILLION..............	5	1	16.5	15.6	16.6	17.9	*	-	-	-
$100-249 MILLION............	6	3	15.1	13.4	15.6	16.2	3	3	.9	15.7
$250-499 MILLION............	3	2	15.6	12.5	13.5	16.9	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	19	2	13.3	11.4	13.2	15.6	10	2	.5	13.3
UNDER $50 MILLION...........	8	2	14.4	11.6	14.3	15.6	4	2	.6	14.3
$50-99 MILLION..............	4	2	14.0	12.1	13.7	16.5	*	-	-	-
$100-249 MILLION............	7	2	12.2	11.0	11.8	13.8	4	3	.6	12.1
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	49	3	13.5	12.0	13.6	14.8	21	3	.8	14.1
UNDER $50 MILLION...........	18	2	12.8	11.5	13.0	14.7	10	2	.7	13.1
$50-99 MILLION..............	14	2	14.5	12.7	14.5	18.0	5	2	.8	17.1
$100-249 MILLION............	12	6	13.0	11.7	13.2	14.1	5	4	.9	13.0
$250-499 MILLION............	5	7	14.2	13.8	13.9	14.3	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	33	1	49.3	35.0	46.1	60.0	17	1	6.6	64.3
UNDER $50 MILLION...........	4	1	32.8	25.5	32.5	40.3	*	-	-	-
$50-99 MILLION..............	7	1	36.1	29.6	36.0	48.0	3	1	.5	17.1
$100-249 MILLION............	5	1	49.8	46.1	50.0	60.0	*	-	-	-
$250-499 MILLION............	8	1	45.9	34.7	45.5	53.8	5	1	6.7	57.5
$500-999 MILLION............	4	2	50.3	38.7	63.5	74.3	3	1	1.9	74.0
$1 BILLION & OVER...........	5	1	78.9	60.0	73.1	87.6	3	2	16.2	115.2

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS..................	16	2	$34.3	$29.1	$35.0	$39.9	8	4	$1.9	$34.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	32.0	20.0	30.0	39.0	*	-	-	-
$250-499 MILLION............	5	1	33.7	30.2	35.0	40.2	*	-	-	-
$500-999 MILLION............	3	6	31.9	28.8	31.0	37.0	*	-	-	-
$1 BILLION & OVER...........	3	1	50.4	37.2	48.6	58.0	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS..................	26	3	28.9	22.0	27.5	35.0	13	2	6.5	29.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	25.9	20.4	23.7	32.2	*	-	-	-
$100-249 MILLION............	7	1	29.3	26.0	28.7	35.0	3	2	14.3	39.0
$250-499 MILLION............	5	2	25.1	22.5	25.1	35.0	3	1	.8	22.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	6	34.3	33.5	36.7	47.0	3	8	13.2	30.9
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS..................	17	2	21.4	20.0	24.0	27.0	8	3	2.0	26.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	23.6	21.0	25.5	27.0	*	-	-	-
$100-249 MILLION............	5	1	25.5	20.2	28.0	29.2	3	1	2.5	29.0
$250-499 MILLION............	5	2	20.4	18.6	20.0	25.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS..................	25	1	16.0	13.6	15.6	17.5	9	1	1.2	17.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	16.1	14.8	17.5	18.0	*	-	-	-
$100-249 MILLION............	5	1	16.3	13.6	15.6	17.0	*	-	-	-
$250-499 MILLION............	6	1	15.0	11.4	14.8	17.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	2	17.2	15.5	16.0	16.8	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS..................	39	5	15.9	13.5	14.7	17.6	14	1	1.1	15.8
UNDER $50 MILLION...........	3	1	15.3	13.4	14.0	17.0	*	-	-	-
$50-99 MILLION..............	8	3	16.6	13.2	15.0	18.0	5	2	1.5	15.5
$100-249 MILLION............	9	4	15.8	14.0	16.1	17.6	3	1	1.2	17.5
$250-499 MILLION............	10	4	13.1	12.2	13.4	14.0	*	-	-	-
$500-999 MILLION............	3	9	15.9	13.6	15.0	21.8	*	-	-	-
$1 BILLION & OVER...........	6	11	17.4	16.5	17.7	18.1	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS..................	20	1	60.0	45.9	51.0	74.2	16	1	8.3	74.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	53.2	36.3	47.3	76.0	*	-	-	-
$100-249 MILLION............	3	2	48.2	45.0	45.7	59.5	3	2	5.3	55.4
$250-499 MILLION............	7	1	53.8	45.3	46.9	52.0	5	1	8.8	67.4
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	1	85.7	68.5	83.1	92.1	4	1	17.8	120.0

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS..................	23	2	$50.4	$39.9	$42.6	$59.6	14	2	$5.2	$52.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	2	52.8	42.0	45.5	57.5	*	-	-	-
$250-499 MILLION............	9	2	42.3	36.5	40.7	44.0	7	2	6.7	52.6
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	3	62.8	59.6	61.5	66.1	3	1	6.8	83.6
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS..................	25	3	40.0	33.2	37.0	43.4	16	2	4.3	42.5
UNDER $50 MILLION...........	3	1	35.5	24.0	29.1	44.4	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	37.2	36.5	37.0	37.3	4	1	2.6	39.9
$250-499 MILLION............	8	2	36.1	31.2	34.8	44.0	6	3	5.5	45.3
$500-999 MILLION............	3	3	36.4	35.7	36.0	37.3	*	-	-	-
$1 BILLION & OVER...........	4	6	46.4	43.8	45.7	48.2	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS..................	12	3	27.6	22.0	24.8	29.0	7	2	3.0	29.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	7	2	23.2	20.5	23.0	25.6	3	1	2.0	26.8
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	8	30.2	28.8	31.4	33.6	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS..................	21	2	16.5	14.0	15.9	17.1	10	2	1.1	17.8
UNDER $50 MILLION...........	3	1	14.3	13.2	14.0	17.0	*	-	-	-
$50-99 MILLION.............	3	2	18.8	16.0	17.8	20.8	*	-	-	-
$100-249 MILLION............	3	3	17.8	13.5	15.9	22.7	3	2	.6	18.0
$250-499 MILLION............	5	3	15.3	13.8	15.3	16.1	*	-	-	-
$500-999 MILLION............	4	2	16.2	13.9	14.5	17.9	*	-	-	-
$1 BILLION & OVER...........	3	3	16.7	15.9	17.0	17.8	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS..................	15	3	15.5	12.5	14.6	17.5	4	2	1.3	14.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	6	5	14.3	12.3	13.3	15.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	3	17.9	13.9	17.5	22.1	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS..................	21	1	53.2	45.0	50.5	63.2	11	1	7.7	65.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	3	1	52.1	29.4	63.2	63.7	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	6	1	50.0	46.3	47.9	56.1	4	1	9.3	59.4
$500-999 MILLION............	3	1	54.4	46.6	57.6	58.9	*	-	-	-
$1 BILLION & OVER...........	7	1	58.9	39.2	65.1	72.2	3	1	7.8	65.6

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS..................	13	1	$34.9	$32.5	$35.9	$38.2	7	2	$3.2	$40.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	5	2	35.6	33.2	35.8	36.0	3	3	3.4	41.3
$500-999 MILLION............	3	1	33.1	31.0	32.5	35.9	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS..................	27	2	26.0	22.5	26.5	29.3	12	2	1.9	25.0
UNDER $50 MILLION...........	3	1	22.6	19.2	25.0	27.0	*	-	-	-
$50-99 MILLION..............	4	1	24.8	20.2	25.7	28.5	*	-	-	-
$100-249 MILLION............	3	2	23.1	22.0	23.0	26.5	3	2	2.7	25.2
$250-499 MILLION............	9	2	24.5	23.0	26.2	27.2	4	2	2.1	27.0
$500-999 MILLION............	3	1	29.2	21.1	31.9	32.1	*	-	-	-
$1 BILLION & OVER...........	5	4	28.4	27.5	29.6	31.5	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS..................	18	4	20.5	17.5	20.0	22.7	8	1	1.4	21.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	21.1	17.5	22.7	23.1	3	1	1.7	24.6
$250-499 MILLION............	7	2	17.1	16.1	18.0	20.5	3	2	1.4	20.6
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	10	21.4	21.9	22.7	22.7	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS..................	13	1	24.0	18.9	25.0	29.0	4	1	3.0	27.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	6	1	22.5	16.0	22.1	29.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS..................	31	3	15.4	14.1	16.1	18.3	10	3	1.1	15.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	2	12.7	10.0	15.0	19.7	*	-	-	-
$100-249 MILLION............	9	2	14.4	12.6	18.3	19.8	5	3	1.2	16.3
$250-499 MILLION............	8	4	14.6	12.5	14.6	17.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	6	8	16.4	15.9	16.3	17.9	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS..................	20	2	14.5	12.7	15.0	17.8	7	2	1.0	15.0
UNDER $50 MILLION...........	3	1	12.7	10.6	13.0	16.8	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	2	14.2	12.6	14.0	14.9	*	-	-	-
$250-499 MILLION............	5	1	13.1	12.0	13.2	15.1	*	-	-	-
$500-999 MILLION............	3	1	15.3	13.0	15.0	18.0	*	-	-	-
$1 BILLION & OVER...........	4	2	17.4	15.6	17.6	19.1	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS..................	22	6	$13.2	$11.3	$13.1	$14.2	8	2	$0.8	$13.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	11.9	10.2	13.0	15.0	*	-	-	-
$100-249 MILLION............	4	3	12.7	10.8	13.0	14.8	3	3	.8	13.4
$250-499 MILLION............	6	7	12.7	10.9	12.2	13.1	*	-	-	-
$500-999 MILLION............	3	3	13.2	11.8	15.1	16.4	*	-	-	-
$1 BILLION & OVER...........	5	10	13.9	13.1	13.8	14.2	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS..................	3	1	44.6	42.0	43.8	49.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OPERATIONS ----------										
501 HEAD OF OPERATIONS										
ALL BANKS..................	48	1	40.6	30.7	38.7	49.8	27	1	4.0	42.6
UNDER $50 MILLION...........	12	1	27.0	17.5	22.3	35.1	7	1	2.5	34.7
$50-99 MILLION..............	12	1	35.6	30.7	35.0	42.8	6	1	4.1	42.6
$100-249 MILLION............	9	1	40.8	38.0	46.0	49.0	4	1	3.4	42.7
$250-499 MILLION............	7	1	46.1	33.7	43.5	57.0	4	1	7.1	50.2
$500-999 MILLION............	3	1	67.1	60.0	68.7	72.5	*	-	-	-
$1 BILLION & OVER...........	5	1	61.4	54.9	62.0	66.1	4	1	5.0	67.0
502 MANAGER, BOOKKEEPING										
ALL BANKS..................	30	1	22.5	17.0	20.9	25.0	17	1	1.6	20.9
UNDER $50 MILLION...........	8	1	16.0	13.2	15.3	19.3	6	1	.8	17.3
$50-99 MILLION..............	5	1	18.5	17.2	19.0	20.2	4	1	2.2	22.0
$100-249 MILLION............	6	1	20.9	18.5	22.0	24.5	4	1	1.8	20.8
$250-499 MILLION............	7	1	28.6	23.0	24.5	33.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS..................	45	1	18.7	15.7	18.0	21.6	21	1	1.3	19.0
UNDER $50 MILLION...........	12	1	15.6	14.2	15.4	16.7	7	1	1.2	15.7
$50-99 MILLION..............	9	1	17.1	14.6	16.0	20.0	4	1	.5	16.9
$100-249 MILLION............	9	1	20.1	17.0	18.5	24.0	6	1	1.4	21.2
$250-499 MILLION............	7	1	20.0	16.9	18.5	25.3	3	1	2.5	22.2
$500-999 MILLION............	3	1	21.5	21.0	21.6	22.0	*	-	-	-
$1 BILLION & OVER...........	5	1	21.6	19.5	22.8	24.9	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS..................	62	3	$13.0	$11.7	$13.2	$14.5	25	3	$0.8	$13.6
UNDER $50 MILLION...........	17	1	12.1	11.1	12.5	14.4	9	1	.8	13.6
$50-99 MILLION..............	16	2	13.9	11.9	13.4	15.9	7	2	.7	13.7
$100-249 MILLION............	14	4	12.6	11.2	12.9	15.0	7	4	.8	13.2
$250-499 MILLION............	8	7	12.9	12.1	12.7	14.1	*	-	-	-
$500-999 MILLION............	3	3	13.5	10.9	14.0	16.0	*	-	-	-
$1 BILLION & OVER...........	4	3	14.5	12.7	14.3	16.5	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS..................	52	3	11.4	10.3	11.1	12.6	20	2	.5	11.9
UNDER $50 MILLION...........	15	2	11.3	9.4	11.6	12.8	8	1	.5	11.5
$50-99 MILLION..............	10	1	11.9	9.9	11.6	14.3	4	2	.2	13.3
$100-249 MILLION............	11	5	11.2	10.5	11.0	12.4	6	3	.8	11.8
$250-499 MILLION............	8	5	11.0	10.5	10.9	11.0	*	-	-	-
$500-999 MILLION............	4	3	10.5	9.9	11.3	12.2	*	-	-	-
$1 BILLION & OVER...........	4	8	12.3	11.7	12.4	14.0	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS..................	31	3	10.6	9.5	10.3	11.5	11	2	.3	11.4
UNDER $50 MILLION...........	7	1	9.8	9.5	9.6	10.4	*	-	-	-
$50-99 MILLION..............	9	1	11.0	9.0	10.9	13.0	3	1	.3	12.5
$100-249 MILLION............	5	4	10.2	9.4	9.5	10.0	4	3	.6	10.7
$250-499 MILLION............	5	3	10.1	9.7	9.9	10.3	*	-	-	-
$500-999 MILLION............	3	5	10.5	8.7	10.8	11.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS..................	11	1	24.5	17.5	25.5	31.5	6	1	1.8	21.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	4	1	24.1	18.6	23.8	30.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS..................	27	1	18.5	15.5	17.6	20.4	9	1	1.2	17.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	5	1	14.5	14.6	14.6	15.5	*	-	-	-
$100-249 MILLION............	4	1	19.7	14.9	19.4	24.7	*	-	-	-
$250-499 MILLION............	10	2	18.0	16.9	17.3	18.0	3	1	2.3	21.2
$500-999 MILLION............	3	1	21.6	18.7	20.6	25.6	*	-	-	-
$1 BILLION & OVER...........	5	1	21.5	18.7	20.4	25.2	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS..................	63	3	11.6	10.4	11.4	13.0	28	2	1.1	12.8
UNDER $50 MILLION...........	17	1	11.0	10.1	10.8	12.1	10	1	.6	12.0
$50-99 MILLION..............	14	2	12.2	10.5	13.1	13.5	8	1	.8	12.8
$100-249 MILLION............	16	3	11.7	11.3	11.7	13.3	8	2	1.8	13.6
$250-499 MILLION............	9	4	10.9	10.0	10.6	11.8	*	-	-	-
$500-999 MILLION............	3	6	11.4	9.7	10.8	16.2	*	-	-	-
$1 BILLION & OVER...........	4	7	12.5	11.4	12.0	13.0	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS	13	2	$11.9	$9.8	$11.8	$13.9	5	1	$0.3	$11.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	11.1	9.8	10.7	11.7	3	1	.2	11.6
$100-249 MILLION	3	2	12.8	11.8	13.3	13.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	4	2	12.8	9.8	14.0	15.9	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS	15	2	11.7	9.5	10.6	13.0	6	1	1.1	11.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	9.9	8.1	8.9	12.9	3	1	.8	11.4
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	4	12.0	9.5	10.0	13.0	*	-	-	-
$500-999 MILLION	3	3	11.8	10.6	11.7	12.8	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS	17	2	31.7	28.5	30.0	31.5	6	1	3.1	38.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	2	29.9	28.9	29.7	30.5	3	2	2.2	32.2
$250-499 MILLION	7	2	30.9	28.5	31.0	39.5	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS	12	2	20.2	18.3	20.7	23.4	4	1	1.4	21.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	19.7	18.7	20.2	21.1	4	1	1.4	21.4
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	2	18.8	14.8	20.3	23.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS	8	1	19.9	16.8	18.5	21.0	4	1	.4	18.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS....................	15	2	$13.3	$12.0	$12.9	$14.0	6	2	$1.0	$15.2
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	2	11.8	9.7	13.1	13.3	*	-	-	-
$250-499 MILLION.............	6	2	12.6	12.0	12.1	12.7	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS....................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS....................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS....................	5	1	11.6	10.8	11.9	12.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	12.7	11.9	12.0	14.2	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS....................	3	1	40.9	30.0	38.6	54.1	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS....................	5	1	23.2	21.8	23.0	24.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	3	1	25.0	23.0	24.0	28.0	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS	5	2	$14.1	$13.1	$13.5	$17.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS	22	1	44.8	30.0	43.9	52.5	10	1	6.4	50.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	31.2	24.6	32.5	34.5	*	-	-	-
$100-249 MILLION	6	1	34.5	29.0	33.0	39.5	3	1	2.3	34.3
$250-499 MILLION	6	1	52.4	49.0	50.0	52.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS	11	1	41.2	37.5	39.2	48.0	4	1	3.9	39.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	1	44.4	37.9	41.7	49.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	1	44.0	32.0	48.0	52.0	*	-	-	-
603 PROGRAMMER II										
ALL BANKS	15	1	29.1	24.4	27.5	32.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	6	2	29.5	24.4	28.3	34.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	5	1	27.4	22.0	29.1	31.9	*	-	-	-
604 PROGRAMMER I										
ALL BANKS	11	2	22.4	19.2	21.5	23.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	5	1	21.0	21.1	21.4	22.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	4	3	24.7	21.9	24.1	29.5	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	6	2	40.3	37.8	45.5	46.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	3	1	42.2	32.2	45.0	49.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY # OF BANKS	BASE SALARY MEAN # OF IN-CUMB	BASE SALARY WEIGHTED AVERAGE	BASE SALARY PERCENTILES 25	BASE SALARY PERCENTILES 50	BASE SALARY PERCENTILES 75	BONUS/INCENTIVE DATA # OF BANKS WITH BONUS	BONUS/INCENTIVE DATA AVG # IN-CUMB REC. BONUS	BONUS/INCENTIVE DATA MEAN BONUS	BONUS/INCENTIVE DATA TOTAL COMP.-BANKS WITH BONUS
606 SYSTEMS ANALYST										
ALL BANKS	9	2	$31.9	$24.5	$31.1	$38.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	4	1	35.4	24.6	39.2	40.4	*	-	-	-
$1 BILLION & OVER	4	3	30.7	18.2	27.8	33.3	*	-	-	-
607 DATA ENTRY										
ALL BANKS	20	3	12.4	10.4	11.7	13.8	5	3	3.4	14.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	3	13.7	12.5	13.8	15.4	*	-	-	-
$250-499 MILLION	6	3	11.5	10.2	11.9	13.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	5	4	12.6	11.4	11.6	11.7	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	15	1	31.3	19.0	32.3	38.5	6	1	2.8	29.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	1	32.4	30.5	32.6	34.1	*	-	-	-
$500-999 MILLION	3	1	38.6	32.3	38.5	44.9	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	17	1	20.2	17.6	19.5	22.4	5	1	.8	19.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	18.7	16.3	18.1	21.6	*	-	-	-
$250-499 MILLION	6	2	19.7	18.8	19.7	24.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	1	25.8	15.0	26.3	36.0	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	40	3	15.5	13.0	14.6	16.3	13	2	.6	15.1
UNDER $50 MILLION	7	2	13.1	10.4	12.5	16.2	5	2	.6	14.8
$50-99 MILLION	8	2	15.3	14.0	15.3	16.2	3	1	.6	16.6
$100-249 MILLION	9	3	13.8	12.6	13.1	14.6	3	2	.6	12.5
$250-499 MILLION	7	5	15.1	13.5	14.3	16.1	*	-	-	-
$500-999 MILLION	3	3	15.0	13.8	14.8	20.6	*	-	-	-
$1 BILLION & OVER	6	4	18.8	13.9	17.1	20.7	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS	19	1	62.4	40.0	53.7	86.5	11	1	6.4	61.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	63.7	39.4	58.9	93.0	4	1	9.3	73.0
$250-499 MILLION	6	1	59.0	51.4	53.7	69.1	3	1	5.0	51.8
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	5	1	91.8	73.4	92.1	107.6	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS..................	11	1	$16.2	$14.0	$15.7	$16.8	4	1	$1.0	$16.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	6	1	16.6	13.6	16.1	16.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS..................	25	2	45.6	36.0	40.0	44.5	17	2	5.9	51.5
UNDER $50 MILLION...........	3	1	23.0	20.0	21.0	25.5	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	39.0	36.6	39.1	43.9	4	2	6.7	47.4
$250-499 MILLION............	7	2	48.9	37.0	41.3	44.8	6	3	7.4	52.1
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	2	70.6	65.0	75.1	83.5	3	2	8.2	82.4
704 BRANCH MANAGER III										
ALL BANKS..................	15	5	37.4	27.2	34.8	46.0	6	6	3.3	41.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	4	29.6	23.6	32.7	46.0	3	7	4.9	39.7
$250-499 MILLION............	3	2	29.5	25.0	32.6	34.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	4	10	43.3	34.7	42.0	54.0	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS..................	38	4	32.5	26.3	32.3	36.0	21	3	3.0	36.3
UNDER $50 MILLION...........	4	1	32.6	22.8	33.4	41.8	3	1	2.0	30.8
$50-99 MILLION..............	4	1	32.4	25.1	32.7	39.5	*	-	-	-
$100-249 MILLION............	12	2	29.8	24.0	32.6	36.8	8	2	2.9	36.2
$250-499 MILLION............	9	4	30.6	27.5	31.0	33.9	5	5	3.4	38.5
$500-999 MILLION............	4	4	29.1	24.4	26.6	45.1	*	-	-	-
$1 BILLION & OVER...........	5	13	35.2	33.8	34.0	36.6	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS..................	47	6	26.3	22.0	25.4	28.3	24	3	1.9	27.7
UNDER $50 MILLION...........	6	2	24.3	22.0	23.0	25.9	5	1	.9	26.5
$50-99 MILLION..............	10	2	26.8	22.7	25.0	27.9	6	2	2.1	29.7
$100-249 MILLION............	12	4	24.3	21.5	24.5	26.9	6	2	1.8	24.7
$250-499 MILLION............	10	7	24.6	20.5	25.3	27.4	4	6	3.5	31.2
$500-999 MILLION............	3	10	33.3	27.8	35.4	41.5	*	-	-	-
$1 BILLION & OVER...........	6	20	26.5	26.8	27.9	29.5	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS..................	8	4	28.4	24.5	28.2	30.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	2	27.5	23.8	26.5	29.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS....................	21	4	$21.7	$18.5	$20.6	$24.5	8	3	$2.0	$23.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	4	3	20.2	16.6	20.6	27.4	3	2	2.2	24.7
$250-499 MILLION...........	7	4	20.5	17.5	19.2	25.0	*	-	-	-
$500-999 MILLION...........	3	4	19.4	15.3	17.5	20.6	*	-	-	-
$1 BILLION & OVER..........	5	9	23.5	23.0	24.3	24.5	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS....................	32	5	18.8	15.9	17.3	20.1	11	1	1.0	17.7
UNDER $50 MILLION...........	6	1	16.9	14.2	17.6	18.0	4	1	.6	16.2
$50-99 MILLION.............	6	2	18.0	15.9	17.7	20.8	*	-	-	-
$100-249 MILLION...........	6	2	16.6	16.0	17.0	17.0	3	1	1.1	18.8
$250-499 MILLION...........	7	3	16.9	15.5	16.3	18.9	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	6	14	20.1	20.2	20.5	21.1	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS....................	17	2	20.4	19.2	22.3	25.0	5	1	1.5	22.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	5	1	17.7	16.5	17.8	19.2	*	-	-	-
$100-249 MILLION...........	4	1	23.7	22.1	23.7	25.4	3	1	1.9	25.2
$250-499 MILLION...........	3	1	29.3	20.5	27.5	40.0	*	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER..........	3	8	19.0	17.2	25.0	42.0	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS....................	14	4	19.2	17.0	18.6	23.0	7	1	1.7	23.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	4	2	20.1	16.3	19.9	24.7	*	-	-	-
$1 BILLION & OVER..........	3	13	19.6	18.0	18.7	20.2	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS....................	43	5	16.4	14.9	16.0	19.3	19	2	1.5	17.5
UNDER $50 MILLION...........	8	1	16.2	13.0	15.9	18.9	5	1	1.4	15.7
$50-99 MILLION.............	9	2	16.9	14.4	15.5	17.5	5	2	1.1	16.6
$100-249 MILLION...........	10	2	16.8	15.0	15.5	20.5	5	2	1.2	18.0
$250-499 MILLION...........	9	4	17.2	16.6	17.4	19.3	3	6	2.7	20.7
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	5	23	16.1	15.0	16.1	16.2	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS....................	71	10	13.4	12.0	13.3	14.6	26	4	.8	13.7
UNDER $50 MILLION...........	17	2	13.5	11.9	12.9	14.3	6	2	.7	12.5
$50-99 MILLION.............	15	3	13.0	11.3	13.0	15.0	7	3	.8	13.8
$100-249 MILLION...........	18	7	13.2	12.0	13.0	15.3	9	5	.8	13.6
$250-499 MILLION...........	11	15	13.9	12.9	13.5	14.6	*	-	-	-
$500-999 MILLION...........	4	16	13.9	13.1	13.4	15.0	*	-	-	-
$1 BILLION & OVER..........	6	50	13.1	11.7	13.1	13.9	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS	30	3	$12.5	$11.9	$12.8	$14.0	9	1	$0.7	$13.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	12.5	11.7	12.0	13.8	*	-	-	-
$100-249 MILLION	9	2	12.5	12.0	13.4	14.4	3	1	1.1	13.8
$250-499 MILLION	7	3	11.8	10.6	12.8	13.4	*	-	-	-
$500-999 MILLION	3	2	12.9	11.2	14.0	14.0	*	-	-	-
$1 BILLION & OVER	5	7	12.8	12.8	13.1	13.6	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS	10	1	19.7	14.0	20.7	24.4	7	1	2.0	21.6
UNDER $50 MILLION	3	1	13.0	12.0	13.1	14.0	*	-	-	-
$50-99 MILLION	4	1	23.0	17.5	23.7	27.8	3	1	1.9	21.0
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS	28	3	17.3	16.2	17.6	19.8	12	2	1.3	18.3
UNDER $50 MILLION	6	1	17.4	16.5	17.4	18.0	4	1	1.6	18.1
$50-99 MILLION	6	1	18.7	15.6	17.9	20.0	*	-	-	-
$100-249 MILLION	5	2	16.6	15.1	18.5	19.0	4	2	.9	17.8
$250-499 MILLION	8	3	17.1	16.2	17.6	19.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
717 TELLER, HEAD										
ALL BANKS	74	6	14.9	13.0	14.5	15.8	32	3	1.0	15.1
UNDER $50 MILLION	23	1	13.6	12.3	13.1	15.3	13	1	.9	14.1
$50-99 MILLION	13	2	15.6	14.8	15.1	16.5	6	2	1.2	17.2
$100-249 MILLION	18	3	13.8	13.0	14.2	15.5	9	4	1.0	14.6
$250-499 MILLION	10	10	14.2	13.1	14.0	15.0	3	8	1.0	15.2
$500-999 MILLION	4	10	15.3	14.0	16.0	17.9	*	-	-	-
$1 BILLION & OVER	6	29	15.6	13.0	15.1	17.1	*	-	-	-
718 TELLER II										
ALL BANKS	79	12	12.3	11.4	12.3	13.4	33	6	.8	13.0
UNDER $50 MILLION	23	3	11.1	10.4	11.6	12.9	13	4	.8	12.0
$50-99 MILLION	19	5	12.7	12.1	12.8	14.0	9	4	.8	14.2
$100-249 MILLION	16	14	11.7	11.0	11.8	13.0	7	9	.8	12.8
$250-499 MILLION	12	15	12.5	11.7	12.1	13.9	3	6	1.1	14.2
$500-999 MILLION	4	22	12.7	11.1	13.6	14.4	*	-	-	-
$1 BILLION & OVER	5	55	12.7	11.8	13.5	14.3	*	-	-	-
719 TELLER I										
ALL BANKS	72	18	11.4	9.9	10.5	11.8	28	7	.6	11.2
UNDER $50 MILLION	21	5	10.8	9.7	10.1	10.7	8	4	.4	11.0
$50-99 MILLION	16	5	10.7	10.0	10.7	11.8	7	5	.7	10.7
$100-249 MILLION	14	15	10.5	9.8	10.1	12.0	8	10	.7	11.2
$250-499 MILLION	12	26	11.5	10.3	10.9	11.8	3	9	1.0	12.4
$500-999 MILLION	3	9	11.2	10.8	11.2	11.4	*	-	-	-
$1 BILLION & OVER	6	93	11.8	10.8	11.9	12.1	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
720 TELLER, ATM										
ALL BANKS	5	2	$10.7	$10.1	$10.9	$12.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	17	3	13.1	11.3	12.2	14.3	10	3	1.1	13.6
UNDER $50 MILLION	7	2	11.4	10.2	11.5	12.5	5	2	1.1	12.7
$50-99 MILLION	3	2	15.0	11.0	14.4	16.1	*	-	-	-
$100-249 MILLION	3	4	12.3	11.3	12.4	13.0	*	-	-	-
$250-499 MILLION	3	6	14.1	12.0	14.3	14.8	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
722 TELLER, VAULT										
ALL BANKS	16	4	13.4	12.0	12.8	15.4	5	1	1.3	13.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	3	12.2	12.0	12.1	12.8	4	1	1.0	13.5
$250-499 MILLION	6	2	15.2	12.7	15.1	18.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS	39	7	12.0	9.8	11.7	13.3	12	3	.5	11.6
UNDER $50 MILLION	7	3	9.5	8.3	9.1	10.4	3	2	.2	9.5
$50-99 MILLION	6	4	12.5	11.9	12.4	13.5	*	-	-	-
$100-249 MILLION	11	6	10.5	9.7	10.0	11.9	4	3	.4	11.6
$250-499 MILLION	11	10	12.0	11.1	11.8	12.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS	1[illegible]	13	16.1	11.9	13.5	15.8	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	5	13.9	7.6	11.9	16.6	*	-	-	-
$250-499 MILLION	5	8	12.9	13.5	13.5	14.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	4	33	15.6	12.2	14.9	18.5	*	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS	14	1	63.3	44.0	59.8	76.1	8	1	5.6	56.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	7	1	70.2	52.5	68.1	79.8	3	1	8.0	69.3
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
802 MANAGER, TRUST DEPT.										
ALL BANKS	7	2	$55.8	$42.3	$55.9	$57.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	50.5	42.3	53.0	56.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS	8	2	38.6	31.8	36.3	58.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	48.1	32.5	50.0	61.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	11	3	38.9	31.5	37.2	45.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	7	3	43.4	34.7	38.2	48.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	8	2	22.7	20.3	23.3	25.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	21.1	18.2	20.0	28.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	5	2	42.3	30.0	33.2	48.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	3	1	38.2	30.0	33.2	51.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	13	1	28.8	23.3	26.0	31.5	5	1	$3.1	$31.1
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	7	1	27.1	20.0	24.8	35.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS....................	18	4	13.6	11.7	13.0	15.0	4	2	1.3	13.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	5	1	12.0	11.0	11.3	11.7	*	-	-	-
$250-499 MILLION.............	9	5	13.6	12.0	13.3	15.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES ---------------										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	36	1	38.2	27.1	35.1	44.4	16	1	4.0	44.0
UNDER $50 MILLION............	5	1	22.8	20.5	21.5	27.0	4	1	3.4	26.8
$50-99 MILLION...............	4	1	31.6	22.2	30.1	42.6	*	-	-	-
$100-249 MILLION.............	9	1	34.6	27.3	32.0	36.0	4	1	2.8	35.8
$250-499 MILLION.............	9	1	34.9	28.0	36.0	38.5	*	-	-	-
$500-999 MILLION.............	3	1	50.5	44.5	47.0	60.0	*	-	-	-
$1 BILLION & OVER............	6	1	59.3	40.0	58.5	80.1	3	1	7.0	82.2
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	20	1	29.9	22.0	27.2	34.5	8	1	2.6	31.5
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	1	21.7	21.2	21.8	22.1	*	-	-	-
$100-249 MILLION.............	3	1	26.4	23.0	25.2	31.0	*	-	-	-
$250-499 MILLION.............	4	1	27.0	24.0	29.3	31.1	*	-	-	-
$500-999 MILLION.............	3	1	31.7	25.4	32.0	44.0	*	-	-	-
$1 BILLION & OVER............	4	2	44.2	38.2	47.9	49.8	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	34	2	18.9	16.1	17.7	20.4	11	1	1.8	21.2
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	12	1	17.9	15.6	16.8	19.8	5	1	1.8	20.8
$250-499 MILLION.............	11	1	19.3	15.6	17.9	21.5	3	1	1.7	20.9
$500-999 MILLION.............	4	1	18.2	13.1	17.2	24.3	*	-	-	-
$1 BILLION & OVER............	4	6	19.7	17.0	20.4	22.2	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
904 TRAINING DIRECTOR										
ALL BANKS....................	18	1	$26.5	$19.0	$23.5	$32.5	8	1	$1.6	$21.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	17.3	12.5	14.6	24.8	3	1	1.7	19.0
$250-499 MILLION............	6	1	20.9	18.1	20.2	21.5	3	1	1.8	22.9
$500-999 MILLION............	4	1	26.6	23.3	25.5	31.1	*	-	-	-
$1 BILLION & OVER...........	5	1	36.7	35.7	39.0	39.1	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	19	4	19.3	16.2	17.0	20.5	8	1	.3	15.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	2	18.0	16.2	16.9	19.6	3	1	.5	16.5
$250-499 MILLION............	6	3	17.7	16.3	16.5	20.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	8	20.5	20.0	20.5	20.9	*	-	-	-
MARKETING ---------										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	33	1	40.1	27.0	32.0	42.5	15	1	3.8	42.1
UNDER $50 MILLION...........	4	1	26.4	16.1	22.8	40.3	*	-	-	-
$50-99 MILLION..............	7	1	34.3	27.8	35.2	39.3	3	1	3.9	39.1
$100-249 MILLION............	8	1	28.0	25.8	27.6	30.4	4	1	2.5	30.3
$250-499 MILLION............	6	1	40.9	31.5	35.5	40.0	3	1	6.9	51.7
$500-999 MILLION............	4	1	48.2	34.0	45.3	65.3	*	-	-	-
$1 BILLION & OVER...........	4	1	78.8	46.4	75.3	115.0	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS....................	27	1	18.4	14.7	17.5	21.2	5	1	1.7	18.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	15.4	13.5	14.0	18.8	*	-	-	-
$100-249 MILLION............	7	1	17.6	14.7	16.5	21.2	*	-	-	-
$250-499 MILLION............	10	2	19.1	16.3	19.3	24.0	*	-	-	-
$500-999 MILLION............	3	2	17.0	16.2	16.8	19.7	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
ADMINISTRATIVE SERVICES -----------------------										
950 MANAGER, PURCHASING										
ALL BANKS....................	30	1	22.3	17.8	20.1	25.8	7	1	1.0	19.5
UNDER $50 MILLION...........	3	1	20.9	11.5	20.0	31.2	*	-	-	-
$50-99 MILLION..............	3	1	16.3	14.4	14.6	20.0	*	-	-	-
$100-249 MILLION............	8	1	20.5	16.5	18.0	23.0	3	1	.8	17.8
$250-499 MILLION............	9	1	20.9	18.5	19.1	22.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	1	31.2	22.0	27.0	40.0	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	16	1	28.2	15.8	26.5	38.9	7	1	1.0	22.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	18.5	11.0	18.1	26.4	*	-	-	-
$250-499 MILLION............	4	1	27.7	20.9	26.0	36.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	4	1	39.8	28.4	40.7	50.5	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS..................	12	2	$13.8	$11.6	$14.0	$15.4	5	3	$0.3	$15.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	3	13.8	10.0	13.7	20.1	3	4	.5	17.1
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS..................	19	2	13.5	11.9	13.4	14.6	7	1	1.0	13.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	3	13.6	11.9	13.4	17.0	*	-	-	-
$250-499 MILLION............	5	3	13.0	12.4	12.5	13.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	4	2	14.2	13.7	14.2	14.5	*	-	-	-
954 CUSTODIAN										
ALL BANKS..................	18	2	11.0	10.1	11.1	11.8	8	2	1.2	11.5
UNDER $50 MILLION...........	4	1	10.3	8.9	10.9	11.1	3	1	1.2	11.2
$50-99 MILLION..............	4	1	11.2	10.3	11.6	12.7	*	-	-	-
$100-249 MILLION............	5	2	11.0	10.1	11.2	12.3	3	3	.9	11.1
$250-499 MILLION............	4	2	10.0	9.2	10.6	11.6	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS..................	45	2	11.2	10.6	11.5	12.8	13	2	.6	11.2
UNDER $50 MILLION...........	5	1	10.8	10.4	10.9	12.0	*	-	-	-
$50-99 MILLION..............	5	1	12.5	11.5	12.8	14.0	*	-	-	-
$100-249 MILLION............	16	2	11.3	10.4	11.5	12.8	7	2	.5	11.6
$250-499 MILLION............	9	3	10.5	10.6	11.5	12.6	*	-	-	-
$500-999 MILLION............	5	3	12.2	11.0	12.1	12.8	*	-	-	-
$1 BILLION & OVER...........	5	2	11.4	10.9	10.9	12.9	*	-	-	-
OFFICE SERVICES ---------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS..................	43	3	19.5	16.6	19.1	23.7	16	2	1.5	21.0
UNDER $50 MILLION...........	7	1	19.0	17.0	18.3	21.3	*	-	-	-
$50-99 MILLION..............	11	1	22.7	16.0	20.5	25.0	6	1	1.2	18.9
$100-249 MILLION............	11	3	18.0	17.0	18.3	21.8	6	3	1.3	21.2
$250-499 MILLION............	6	2	19.0	16.2	19.2	24.0	*	-	-	-
$500-999 MILLION............	4	2	21.2	16.5	22.7	24.3	*	-	-	-
$1 BILLION & OVER...........	4	14	19.6	16.9	20.2	22.3	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS..................	61	3	18.4	15.9	17.0	19.9	26	1	1.0	18.9
UNDER $50 MILLION...........	16	1	17.3	15.2	17.0	19.6	7	1	.9	18.9
$50-99 MILLION..............	12	1	18.4	15.0	16.6	22.3	7	1	.9	18.1
$100-249 MILLION............	14	2	16.8	16.5	17.4	18.8	7	2	1.1	18.3
$250-499 MILLION............	9	2	18.3	15.6	16.3	18.3	4	1	1.5	20.0
$500-999 MILLION............	4	6	20.5	17.1	20.1	24.1	*	-	-	-
$1 BILLION & OVER...........	6	11	18.7	15.9	19.4	21.9	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	41	5	$14.9	$12.5	$14.0	$14.6	17	2	$1.0	$14.9
UNDER $50 MILLION	7	2	13.2	12.5	13.4	14.5	4	2	1.2	14.5
$50-99 MILLION	8	1	13.3	11.0	13.2	15.8	5	1	1.0	15.4
$100-249 MILLION	11	2	12.5	11.1	13.2	14.0	6	2	.7	13.4
$250-499 MILLION	6	5	14.7	12.9	14.4	14.9	*	-	-	-
$500-999 MILLION	3	5	18.0	12.8	17.6	20.8	*	-	-	-
$1 BILLION & OVER	6	16	15.6	12.8	14.9	16.3	*	-	-	-
978 CLERK I										
ALL BANKS	10	9	12.0	9.8	10.5	12.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	4	17	12.7	9.7	11.8	13.5	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	16	4	10.6	8.6	10.4	13.1	5	1	.3	10.4
UNDER $50 MILLION	6	1	11.4	10.4	12.0	13.1	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	2	9.2	8.1	10.4	10.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	3	8	11.5	8.0	11.6	17.6	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	5	12	13.1	12.9	13.5	14.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	4	8	11.8	8.5	12.0	14.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS	20	2	11.4	9.7	11.5	13.0	6	1	.7	13.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	8	2	10.7	9.7	10.5	11.6	*	-	-	-
$500-999 MILLION	3	2	11.8	9.4	11.4	14.4	*	-	-	-
$1 BILLION & OVER	5	3	11.5	9.5	12.2	12.8	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	22	2	$14.7	$12.6	$13.6	$16.8	8	1	$0.9	$15.1
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	1	16.3	11.4	16.3	21.3	3	1	1.5	17.7
$250-499 MILLION.............	7	2	13.9	12.6	13.5	15.0	*	-	-	-
$500-999 MILLION.............	4	1	14.5	12.8	13.9	17.1	*	-	-	-
$1 BILLION & OVER............	5	3	15.5	13.3	14.1	16.8	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	61	1	12.1	10.8	11.7	13.0	20	1	.7	12.6
UNDER $50 MILLION............	10	1	11.1	10.4	11.0	11.7	3	1	.4	11.1
$50-99 MILLION...............	13	1	11.8	10.9	11.5	12.3	4	1	.4	12.1
$100-249 MILLION.............	17	1	12.4	10.0	11.5	13.6	9	1	.7	12.7
$250-499 MILLION.............	9	1	12.6	11.6	12.7	14.5	*	-	-	-
$500-999 MILLION.............	5	2	12.4	11.3	12.6	13.0	*	-	-	-
$1 BILLION & OVER............	7	3	11.9	10.6	12.1	14.8	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	28	3	12.0	10.7	12.2	12.8	7	1	.6	12.7
UNDER $50 MILLION............	3	1	12.2	11.4	12.5	12.5	*	-	-	-
$50-99 MILLION...............	6	1	11.9	8.3	12.5	14.5	4	1	.6	13.2
$100-249 MILLION.............	3	1	12.0	10.0	10.7	15.3	*	-	-	-
$250-499 MILLION.............	8	4	12.1	10.5	11.4	12.9	*	-	-	-
$500-999 MILLION.............	3	2	12.2	10.8	12.6	14.0	*	-	-	-
$1 BILLION & OVER............	5	5	11.9	11.2	12.2	12.5	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region V East-North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS..................	317	1	$87.0	$60.1	$78.1	$105.8	227	1	$18.6	$110.6
UNDER $50 MILLION...........	76	1	55.3	44.3	52.2	63.2	43	1	6.9	63.2
$50-99 MILLION..............	89	1	70.9	60.6	70.1	78.2	70	1	12.6	84.9
$100-249 MILLION............	96	1	94.9	79.8	93.9	110.2	64	1	21.5	120.9
$250-499 MILLION............	39	1	131.2	112.1	130.1	150.6	33	1	31.6	168.2
$500-999 MILLION............	8	1	139.9	110.6	124.8	178.8	8	1	38.0	176.7
$1 BILLION & OVER...........	9	1	194.7	140.1	150.1	200.2	9	1	37.0	198.0
102 CHIEF FINANCIAL OFFICER										
ALL BANKS..................	111	1	54.2	41.1	50.8	65.1	73	1	9.0	63.5
UNDER $50 MILLION...........	7	1	37.0	30.0	35.0	47.5	3	1	.8	35.0
$50-99 MILLION..............	23	1	44.4	36.0	42.7	52.8	15	1	8.0	55.6
$100-249 MILLION............	50	1	51.9	42.6	50.4	60.8	28	1	9.1	61.4
$250-499 MILLION............	22	1	61.2	48.0	58.9	72.2	18	1	11.5	72.3
$500-999 MILLION............	3	1	71.5	66.7	67.6	80.4	3	1	5.3	85.7
$1 BILLION & OVER...........	6	1	97.6	68.1	75.6	85.1	6	1	7.7	80.9
103 CHIEF OPERATING OFFICER										
ALL BANKS..................	178	1	57.0	37.8	48.9	70.0	128	1	10.0	68.6
UNDER $50 MILLION...........	39	1	35.7	28.5	35.6	40.0	20	1	3.3	39.7
$50-99 MILLION..............	46	1	42.4	35.0	40.2	46.2	40	1	5.2	49.0
$100-249 MILLION............	55	1	59.9	48.1	57.5	69.1	35	1	10.1	72.2
$250-499 MILLION............	28	1	80.0	66.6	76.9	87.0	24	1	18.2	97.9
$500-999 MILLION............	5	1	105.8	92.5	94.7	100.1	4	1	21.0	116.4
$1 BILLION & OVER...........	5	1	119.4	100.0	130.1	150.2	5	2	28.1	147.7
104 ATTORNEY, STAFF										
ALL BANKS..................	20	1	51.9	39.1	45.8	57.4	15	1	6.6	54.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	44.7	33.2	43.8	48.2	6	1	10.7	58.3
$250-499 MILLION............	4	1	45.9	36.7	47.0	54.0	4	1	3.7	49.6
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	5	1	50.5	39.2	47.3	58.0	3	2	1.3	49.9
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS..................	7	1	38.1	33.1	38.0	42.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	1	39.4	34.9	38.0	42.0	*	-	-	-
202 CONTROLLER										
ALL BANKS..................	140	1	38.2	30.4	36.9	44.4	76	1	4.5	42.5
UNDER $50 MILLION...........	7	1	28.4	21.0	31.0	34.2	4	1	1.0	31.1
$50-99 MILLION..............	33	1	29.2	24.0	29.9	36.0	23	1	2.6	30.9
$100-249 MILLION............	54	1	37.1	30.8	36.4	43.0	27	1	4.3	42.7
$250-499 MILLION............	29	1	44.7	38.2	43.5	52.0	15	1	6.9	52.6
$500-999 MILLION............	7	1	43.9	40.0	48.5	49.0	5	1	6.2	50.0
$1 BILLION & OVER...........	10	1	56.1	42.0	49.4	61.0	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS....................	67	2	$22.6	$19.5	$22.3	$26.4	18	1	$1.2	$24.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	10	1	21.3	18.0	21.9	22.5	3	1	1.7	20.7
$100-249 MILLION............	25	1	23.4	19.5	21.5	26.4	8	1	1.3	25.0
$250-499 MILLION............	18	1	23.4	21.0	23.8	27.5	4	1	1.1	24.1
$500-999 MILLION............	5	3	20.0	19.8	20.6	21.0	*	-	-	-
$1 BILLION & OVER...........	9	5	22.5	18.2	25.4	27.8	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS....................	35	1	42.3	24.5	42.0	54.0	19	1	4.0	46.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	20.8	18.5	22.3	23.4	3	1	1.2	21.9
$100-249 MILLION............	9	1	40.4	32.0	43.6	47.0	4	1	3.6	48.5
$250-499 MILLION............	8	1	38.8	26.0	36.8	45.3	4	1	4.6	40.7
$500-999 MILLION............	3	1	64.9	59.8	60.0	75.0	3	1	6.0	66.0
$1 BILLION & OVER...........	8	1	53.7	37.1	57.3	67.3	4	1	6.4	72.4
205 SUPERVISOR, ACCOUNTING										
ALL BANKS....................	73	1	22.1	18.6	21.8	25.0	25	1	1.6	24.2
UNDER $50 MILLION...........	3	1	23.0	19.6	20.0	29.3	*	-	-	-
$50-99 MILLION..............	10	1	20.4	18.1	21.0	22.5	6	1	1.0	22.5
$100-249 MILLION............	29	1	20.1	18.2	19.8	22.5	10	1	2.2	22.7
$250-499 MILLION............	18	1	23.2	20.6	22.8	26.7	5	1	1.8	25.8
$500-999 MILLION............	4	2	25.3	18.2	25.5	33.8	*	-	-	-
$1 BILLION & OVER...........	9	1	25.7	22.8	29.1	30.5	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS....................	127	2	15.2	13.2	15.1	16.9	28	2	.7	16.7
UNDER $50 MILLION...........	6	1	15.1	13.2	15.5	16.2	*	-	-	-
$50-99 MILLION..............	31	1	14.8	13.0	14.5	16.3	10	1	.5	16.1
$100-249 MILLION............	49	2	15.1	12.6	15.1	16.9	11	2	.6	15.0
$250-499 MILLION............	27	2	15.3	13.5	14.7	18.6	6	2	1.0	20.2
$500-999 MILLION............	5	3	15.8	15.1	16.0	16.7	*	-	-	-
$1 BILLION & OVER...........	9	4	15.5	13.7	17.2	18.4	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS....................	100	2	12.5	11.0	12.1	14.0	18	2	.5	12.5
UNDER $50 MILLION...........	7	1	12.4	10.0	12.0	13.2	*	-	-	-
$50-99 MILLION..............	18	2	11.7	10.8	11.8	12.5	4	1	.2	11.7
$100-249 MILLION............	45	2	12.4	11.0	12.7	13.8	10	2	.6	12.7
$250-499 MILLION............	19	2	12.7	11.3	12.5	15.0	3	2	.7	12.5
$500-999 MILLION............	4	2	12.6	11.7	13.2	16.3	*	-	-	-
$1 BILLION & OVER...........	7	5	13.3	10.6	13.0	14.9	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS....................	164	1	29.2	21.1	27.0	34.0	79	1	3.4	33.7
UNDER $50 MILLION...........	16	1	21.9	15.7	18.3	30.0	7	1	4.5	30.2
$50-99 MILLION..............	42	1	23.6	19.7	22.2	27.0	23	1	1.7	25.8
$100-249 MILLION............	69	1	27.4	22.5	27.0	31.1	29	1	2.4	30.9
$250-499 MILLION............	23	1	36.5	28.6	36.0	42.0	12	1	6.5	45.3
$500-999 MILLION............	6	1	52.8	40.8	55.9	64.1	5	1	8.2	59.4
$1 BILLION & OVER...........	8	2	43.8	36.2	50.3	61.0	3	3	.6	30.5

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS....................	51	1	$33.1	$24.0	$29.0	$35.9	19	1	$3.1	$36.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	10	1	21.1	17.8	20.4	24.2	5	1	1.6	23.1
$100-249 MILLION............	21	1	35.6	27.0	29.0	34.0	8	1	4.8	44.0
$250-499 MILLION............	10	1	37.8	30.5	36.4	43.0	4	1	1.9	37.3
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	6	1	36.7	26.9	31.8	44.7	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	91	2	20.3	14.6	17.0	21.0	23	2	1.1	20.2
UNDER $50 MILLION...........	3	1	13.9	11.6	12.0	18.0	*	-	-	-
$50-99 MILLION..............	14	1	15.3	12.9	15.3	16.5	4	1	.5	15.8
$100-249 MILLION............	41	1	16.9	14.2	16.2	19.3	9	1	.9	17.1
$250-499 MILLION............	21	2	19.4	16.6	19.8	23.8	5	2	1.6	22.9
$500-999 MILLION............	5	2	28.5	28.7	29.2	36.9	3	4	2.8	35.9
$1 BILLION & OVER...........	7	11	23.2	19.4	22.3	24.1	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS....................	200	1	55.3	41.6	50.5	62.4	130	1	8.4	65.8
UNDER $50 MILLION...........	33	1	39.9	35.5	39.0	42.0	15	1	3.8	44.1
$50-99 MILLION..............	58	1	46.9	40.5	46.7	52.5	44	1	6.0	53.1
$100-249 MILLION............	72	1	55.5	47.3	53.7	60.8	42	1	7.7	65.8
$250-499 MILLION............	28	1	73.8	61.8	72.6	85.8	21	1	12.8	85.4
$500-999 MILLION............	5	1	87.2	70.0	84.1	86.1	5	1	20.5	107.7
$1 BILLION & OVER...........	4	1	123.5	113.3	123.6	133.8	3	1	17.0	131.5
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	80	1	28.3	20.1	23.4	31.0	25	1	2.2	30.9
UNDER $50 MILLION...........	11	1	22.8	17.0	22.6	26.0	6	1	1.0	22.2
$50-99 MILLION..............	16	1	23.2	18.7	22.5	25.6	6	1	2.5	30.1
$100-249 MILLION............	24	1	24.7	19.0	23.3	30.5	5	1	2.0	26.3
$250-499 MILLION............	18	1	29.3	20.9	23.8	40.0	5	1	3.4	37.3
$500-999 MILLION............	4	2	40.2	20.6	25.0	66.0	3	2	1.8	43.7
$1 BILLION & OVER...........	7	2	40.9	27.5	40.1	50.1	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	75	1	36.5	26.5	35.0	43.3	30	1	4.8	41.6
UNDER $50 MILLION...........	5	1	29.2	18.0	20.0	37.0	3	1	3.9	35.8
$50-99 MILLION..............	7	1	26.4	19.2	23.9	34.3	3	1	2.4	33.1
$100-249 MILLION............	35	1	35.8	27.0	36.2	42.5	13	1	5.2	42.2
$250-499 MILLION............	16	1	41.0	28.0	38.5	49.9	6	1	3.5	38.3
$500-999 MILLION............	6	1	44.1	36.2	40.2	49.5	4	1	7.7	56.9
$1 BILLION & OVER...........	6	1	35.1	31.0	33.3	41.7	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	7	1	49.1	37.5	38.6	62.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	2	51.0	38.5	53.8	62.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	6	1	$43.1	$30.0	$32.3	$44.1	3	1	$3.0	$40.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	1	58.5	30.0	30.6	115.0	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	7	1	37.7	31.0	37.9	50.2	4	2	1.7	37.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	1	52.6	47.5	50.2	60.0	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	66	1	21.2	19.0	20.5	23.8	18	1	1.1	23.8
UNDER $50 MILLION	3	1	20.4	17.3	19.8	24.0	*	-	-	-
$50-99 MILLION	8	1	20.8	15.9	17.3	25.7	3	1	1.0	22.2
$100-249 MILLION	27	1	21.6	19.2	21.0	25.0	11	1	1.4	24.1
$250-499 MILLION	17	2	19.8	18.5	20.0	21.4	3	1	.3	23.6
$500-999 MILLION	4	3	21.2	20.1	22.0	27.7	*	-	-	-
$1 BILLION & OVER	7	2	23.9	20.9	22.7	25.7	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	46	2	18.0	16.4	18.0	19.0	8	1	.9	19.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	17.7	16.9	17.8	19.0	*	-	-	-
$100-249 MILLION	17	1	16.9	16.0	17.7	18.0	4	1	1.5	20.6
$250-499 MILLION	12	1	17.5	15.2	18.2	19.4	*	-	-	-
$500-999 MILLION	3	2	18.8	17.0	19.0	19.8	*	-	-	-
$1 BILLION & OVER	6	4	19.1	18.6	19.6	19.9	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	45	1	34.3	24.5	33.0	41.1	24	1	3.2	38.6
UNDER $50 MILLION	13	1	30.8	19.6	29.0	38.4	6	1	2.1	37.2
$50-99 MILLION	16	1	34.4	25.5	33.8	42.8	11	1	3.9	38.9
$100-249 MILLION	12	1	32.4	24.6	34.3	42.5	5	1	1.5	31.5
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	46	2	35.0	30.0	35.5	40.0	22	2	2.8	37.2
UNDER $50 MILLION	12	1	30.9	27.1	31.0	35.0	5	1	2.3	32.4
$50-99 MILLION	18	1	35.4	30.5	35.8	41.4	11	2	2.3	36.2
$100-249 MILLION	13	2	36.2	35.5	37.8	40.5	3	4	3.6	38.6
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS....................	74	1	$25.9	$21.0	$24.7	$30.0	37	2	$1.6	$27.6
UNDER $50 MILLION...........	25	1	24.6	20.3	23.5	29.5	10	1	.7	24.8
$50-99 MILLION..............	27	1	25.5	21.0	25.0	30.1	18	1	2.0	27.8
$100-249 MILLION............	18	2	27.5	23.9	28.3	33.5	8	2	1.9	31.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	59	1	19.3	17.1	19.0	22.5	23	1	1.3	19.7
UNDER $50 MILLION...........	21	1	17.9	16.5	18.5	22.5	9	1	1.1	16.9
$50-99 MILLION..............	18	1	19.0	18.0	19.0	21.5	9	1	1.4	21.1
$100-249 MILLION............	16	2	21.1	19.2	22.3	24.2	5	1	1.8	24.0
$250-499 MILLION............	3	2	18.5	17.0	17.0	22.2	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	86	1	14.4	12.5	14.0	16.1	25	1	.6	14.9
UNDER $50 MILLION...........	19	1	13.9	12.2	13.5	14.5	6	1	.3	12.4
$50-99 MILLION..............	40	1	13.5	12.3	13.8	15.6	12	1	.7	14.9
$100-249 MILLION............	19	1	15.9	13.3	15.3	19.2	7	1	.8	17.1
$250-499 MILLION............	6	2	16.1	13.5	13.9	18.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	60	2	11.9	10.4	11.3	12.9	16	2	.5	11.7
UNDER $50 MILLION...........	14	1	11.2	9.4	10.9	13.3	5	1	.6	11.6
$50-99 MILLION..............	26	2	11.8	10.4	11.5	13.0	10	2	.4	12.0
$100-249 MILLION............	15	2	11.7	10.8	11.3	12.2	*	-	-	-
$250-499 MILLION............	4	2	14.9	10.6	12.6	16.1	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	110	3	13.1	11.8	13.1	14.6	21	2	.7	13.7
UNDER $50 MILLION...........	27	2	12.7	11.5	12.7	14.6	4	2	.5	13.5
$50-99 MILLION..............	37	2	13.2	11.8	13.0	14.0	9	1	.7	13.4
$100-249 MILLION............	33	4	13.1	12.0	13.2	15.4	6	3	.9	13.7
$250-499 MILLION............	10	3	13.9	12.1	14.0	15.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	102	1	38.9	30.9	37.9	45.9	62	1	4.4	44.2
UNDER $50 MILLION...........	5	1	24.0	21.0	23.0	30.8	3	1	5.5	32.4
$50-99 MILLION..............	17	1	33.0	23.2	32.5	38.0	11	1	2.6	34.3
$100-249 MILLION............	36	1	35.3	28.6	34.5	42.1	18	1	3.7	37.6
$250-499 MILLION............	29	1	44.6	39.0	44.0	50.3	19	1	6.2	51.9
$500-999 MILLION............	6	1	46.6	40.0	46.3	52.9	5	1	5.5	47.9
$1 BILLION & OVER...........	9	1	49.2	43.0	45.0	57.5	6	1	1.5	50.8

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS..................	63	1	$32.1	$26.8	$31.0	$37.0	28	1	$4.1	$38.5
UNDER $50 MILLION...........	5	1	26.6	26.0	28.0	30.0	*	-	-	-
$50-99 MILLION..............	11	1	31.6	29.3	32.7	35.0	6	1	5.0	38.4
$100-249 MILLION............	24	1	30.6	25.6	31.0	35.8	13	1	3.8	37.7
$250-499 MILLION............	13	1	31.2	27.0	30.0	37.2	4	1	4.6	43.0
$500-999 MILLION............	4	2	40.2	37.3	39.5	42.7	3	2	4.6	41.8
$1 BILLION & OVER...........	6	2	35.1	32.5	35.8	41.9	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS..................	84	1	28.8	24.0	28.7	33.5	30	1	2.0	32.7
UNDER $50 MILLION...........	3	1	24.7	23.2	24.5	26.5	*	-	-	-
$50-99 MILLION..............	23	1	26.1	22.0	25.0	30.5	11	1	1.7	28.3
$100-249 MILLION............	29	1	28.8	24.0	28.0	33.6	7	1	3.2	40.4
$250-499 MILLION............	19	1	29.0	24.0	30.0	33.3	7	1	1.4	29.7
$500-999 MILLION............	5	1	32.0	33.3	33.5	34.7	4	2	1.5	33.3
$1 BILLION & OVER...........	5	2	33.3	29.0	30.8	39.4	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS..................	68	1	21.5	17.6	20.5	24.2	17	1	1.6	22.2
UNDER $50 MILLION...........	4	1	20.7	17.0	20.0	25.1	*	-	-	-
$50-99 MILLION..............	13	1	18.8	16.0	19.3	21.5	3	2	1.7	22.1
$100-249 MILLION............	26	1	19.7	18.0	19.8	23.2	7	1	1.6	21.9
$250-499 MILLION............	13	2	22.4	17.6	23.0	26.0	3	1	.4	17.1
$500-999 MILLION............	5	1	24.8	20.8	25.1	26.7	3	1	2.3	28.2
$1 BILLION & OVER...........	7	3	24.5	19.2	24.9	30.5	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS..................	93	1	14.3	12.5	14.4	16.1	19	1	.7	14.7
UNDER $50 MILLION...........	3	1	15.7	14.2	16.1	16.8	*	-	-	-
$50-99 MILLION..............	18	1	14.4	13.3	14.5	15.5	5	1	.7	15.3
$100-249 MILLION............	38	1	13.9	12.2	13.4	16.0	7	1	.7	14.1
$250-499 MILLION............	24	1	14.3	12.1	14.6	16.5	7	1	.7	14.8
$500-999 MILLION............	6	2	16.4	15.3	16.6	16.9	*	-	-	-
$1 BILLION & OVER...........	4	2	14.0	11.4	14.2	20.7	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS..................	126	2	13.9	11.7	13.4	15.0	23	2	.7	14.6
UNDER $50 MILLION...........	5	1	15.7	13.6	16.3	18.1	*	-	-	-
$50-99 MILLION..............	23	1	12.5	10.9	12.5	14.3	5	2	.8	14.7
$100-249 MILLION............	53	2	13.5	12.0	13.0	15.0	9	2	.5	14.1
$250-499 MILLION............	32	3	13.5	11.7	13.8	15.1	8	2	1.0	14.6
$500-999 MILLION............	6	3	13.6	12.0	14.9	16.3	*	-	-	-
$1 BILLION & OVER...........	7	10	15.5	13.4	15.0	15.9	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS..................	92	1	52.8	42.5	49.7	61.7	61	1	9.4	64.6
UNDER $50 MILLION...........	3	1	34.6	15.3	43.5	45.0	3	1	7.0	51.3
$50-99 MILLION..............	15	1	41.2	40.0	40.5	44.4	10	1	2.7	44.0
$100-249 MILLION............	30	1	47.3	38.0	47.7	56.5	18	1	8.1	58.2
$250-499 MILLION............	26	1	59.4	49.0	56.8	70.0	18	1	12.5	73.9
$500-999 MILLION............	8	1	63.5	50.6	56.5	75.6	7	1	11.5	70.7
$1 BILLION & OVER...........	10	1	62.9	52.8	65.4	77.1	5	1	7.7	77.7

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	92	2	$45.8	$38.3	$43.5	$50.0	43	2	$4.5	$50.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	14	1	39.2	31.9	40.3	44.0	4	1	8.6	50.1
$100-249 MILLION	34	1	42.1	35.4	41.7	47.0	17	1	4.9	49.8
$250-499 MILLION	26	2	45.8	40.0	45.5	52.7	12	1	3.7	50.1
$500-999 MILLION	8	3	47.9	41.8	48.9	51.1	7	2	3.6	50.5
$1 BILLION & OVER	9	5	51.4	45.5	47.2	53.9	3	4	2.7	55.1
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	111	2	36.0	29.0	32.8	38.0	51	1	3.0	37.4
UNDER $50 MILLION	4	1	27.9	24.8	29.2	29.9	*	-	-	-
$50-99 MILLION	20	1	28.1	24.0	27.9	32.2	11	1	1.9	27.7
$100-249 MILLION	45	2	33.0	29.0	32.5	37.0	16	1	3.5	38.5
$250-499 MILLION	26	2	39.5	32.5	37.8	42.9	14	1	3.7	43.0
$500-999 MILLION	8	3	35.5	31.1	35.6	38.0	7	3	2.5	36.1
$1 BILLION & OVER	8	6	41.8	35.0	37.6	40.4	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	75	2	28.1	22.6	26.0	29.5	29	1	1.8	27.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	13	1	22.4	18.6	22.0	25.1	5	1	2.0	24.8
$100-249 MILLION	27	1	25.5	22.3	24.5	28.5	10	1	2.0	27.8
$250-499 MILLION	16	2	29.5	25.0	29.3	31.4	7	1	1.9	29.1
$500-999 MILLION	8	3	28.2	24.8	26.3	27.4	5	2	1.6	27.3
$1 BILLION & OVER	9	5	31.4	27.0	28.5	30.7	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	123	2	15.0	12.6	14.7	16.8	26	2	.8	15.5
UNDER $50 MILLION	6	1	16.4	15.4	15.8	16.2	*	-	-	-
$50-99 MILLION	20	1	13.5	11.6	13.3	14.8	5	1	.9	15.7
$100-249 MILLION	51	2	14.6	12.0	14.5	16.3	9	2	.8	14.8
$250-499 MILLION	32	2	16.1	13.7	15.9	17.7	10	2	.9	15.6
$500-999 MILLION	7	3	16.2	12.7	16.7	19.3	*	-	-	-
$1 BILLION & OVER	7	4	14.1	12.3	14.5	16.1	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	82	2	14.0	11.5	13.5	14.7	13	2	.5	12.7
UNDER $50 MILLION	4	1	12.2	8.2	12.4	16.1	*	-	-	-
$50-99 MILLION	16	1	13.1	12.1	13.4	14.1	4	1	.6	14.4
$100-249 MILLION	34	2	13.5	11.4	13.0	14.1	5	2	.5	11.9
$250-499 MILLION	19	2	14.3	12.0	14.1	15.6	4	2	.5	12.0
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	7	4	15.3	11.5	13.2	14.9	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	117	1	39.1	30.3	39.0	45.6	55	1	5.9	48.5
UNDER $50 MILLION	4	1	30.3	22.2	28.2	40.7	*	-	-	-
$50-99 MILLION	18	1	32.6	27.6	30.9	37.0	9	1	4.5	40.0
$100-249 MILLION	48	1	35.1	28.0	34.9	41.9	19	1	3.3	38.4
$250-499 MILLION	33	1	44.0	40.0	41.5	52.0	17	1	8.8	56.3
$500-999 MILLION	6	1	50.7	40.8	56.1	58.5	5	1	9.3	58.4
$1 BILLION & OVER	8	1	52.7	41.4	50.4	66.5	4	1	3.4	59.7

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS..................	71	1	$32.1	$27.0	$32.5	$36.6	32	1	$3.1	$35.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	10	1	28.7	26.2	28.0	31.4	5	1	3.9	31.5
$100-249 MILLION............	30	1	30.8	27.0	33.3	37.8	15	1	2.7	33.5
$250-499 MILLION............	17	1	31.7	26.4	31.9	34.7	6	1	2.5	37.6
$500-999 MILLION............	5	1	34.9	33.9	35.0	35.5	4	1	5.9	40.4
$1 BILLION & OVER...........	8	3	35.0	32.6	35.3	42.4	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS..................	126	2	25.8	22.8	24.8	28.5	43	1	2.0	28.4
UNDER $50 MILLION...........	9	1	24.5	21.5	25.0	26.5	*	-	-	-
$50-99 MILLION..............	30	1	23.7	19.5	23.0	25.5	11	2	1.8	27.9
$100-249 MILLION............	47	2	24.6	23.0	24.6	27.0	14	1	1.5	25.6
$250-499 MILLION............	28	2	27.8	23.2	26.9	31.7	13	1	2.4	30.8
$500-999 MILLION............	4	3	25.8	24.4	25.5	33.5	*	-	-	-
$1 BILLION & OVER...........	8	5	28.1	25.7	29.7	32.6	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS..................	96	2	21.1	17.1	20.0	23.5	33	1	1.4	23.5
UNDER $50 MILLION...........	3	1	20.5	15.4	16.5	29.6	*	-	-	-
$50-99 MILLION..............	19	1	18.8	17.1	18.0	21.0	7	1	.8	19.6
$100-249 MILLION............	38	1	19.9	17.4	19.1	22.7	14	1	1.4	24.6
$250-499 MILLION............	24	2	21.1	17.5	21.5	25.4	8	1	1.4	25.0
$500-999 MILLION............	4	2	22.4	18.5	21.3	25.7	3	2	2.6	25.9
$1 BILLION & OVER...........	8	6	23.2	17.7	21.8	23.9	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS..................	60	1	23.6	19.9	23.4	28.5	20	1	1.9	27.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	6	1	20.5	19.8	21.9	24.3	*	-	-	-
$100-249 MILLION............	23	1	20.2	17.5	21.5	23.7	9	1	2.3	26.7
$250-499 MILLION............	18	1	25.3	20.3	26.6	29.5	7	1	1.7	27.3
$500-999 MILLION............	5	1	30.0	26.8	30.0	36.0	*	-	-	-
$1 BILLION & OVER...........	7	1	29.7	24.7	27.9	38.0	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS..................	107	3	15.8	13.6	16.0	18.1	25	2	.8	18.6
UNDER $50 MILLION...........	4	1	16.7	15.8	16.6	17.8	*	-	-	-
$50-99 MILLION..............	15	1	13.6	12.2	14.0	16.0	*	-	-	-
$100-249 MILLION............	45	2	16.6	13.7	16.6	19.0	14	1	.8	19.1
$250-499 MILLION............	30	2	15.4	13.6	15.9	18.2	8	2	.8	17.9
$500-999 MILLION............	6	6	16.3	14.1	15.0	18.4	*	-	-	-
$1 BILLION & OVER...........	7	12	15.7	13.0	16.7	17.7	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS..................	97	2	13.7	12.0	13.6	15.3	23	1	.8	14.3
UNDER $50 MILLION...........	7	1	13.7	10.9	12.0	15.8	*	-	-	-
$50-99 MILLION..............	21	1	12.2	11.0	11.9	13.7	7	1	.7	13.9
$100-249 MILLION............	36	2	12.9	12.0	13.0	14.3	10	1	.8	13.6
$250-499 MILLION............	22	2	15.3	13.0	15.4	17.1	3	2	.8	15.5
$500-999 MILLION............	4	2	16.8	15.7	16.7	19.7	*	-	-	-
$1 BILLION & OVER...........	7	2	15.2	12.5	15.0	17.6	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS	115	4	$13.0	$10.9	$12.3	$14.0	24	2	$0.7	$13.3
UNDER $50 MILLION	3	1	14.3	12.2	13.3	17.4	*	-	-	-
$50-99 MILLION	20	2	12.3	10.4	11.5	13.4	3	4	1.3	16.9
$100-249 MILLION	53	2	12.9	10.8	12.3	13.9	12	2	.6	12.6
$250-499 MILLION	28	3	11.9	11.2	12.9	14.1	8	2	.8	13.3
$500-999 MILLION	4	8	11.8	10.7	12.0	13.6	*	-	-	-
$1 BILLION & OVER	7	24	14.1	11.8	14.3	15.2	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS	40	1	36.9	29.8	36.8	44.8	18	1	4.8	42.8
UNDER $50 MILLION	7	1	33.7	28.0	33.4	36.1	4	1	4.0	41.5
$50-99 MILLION	12	1	34.1	27.5	33.5	37.3	7	1	4.7	40.7
$100-249 MILLION	16	1	41.3	36.6	40.8	46.7	5	1	6.5	51.7
$250-499 MILLION	3	1	25.2	12.6	26.0	37.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS	51	1	29.6	25.5	30.2	34.0	17	1	2.2	34.0
UNDER $50 MILLION	8	1	28.0	21.8	26.8	35.5	*	-	-	-
$50-99 MILLION	18	1	30.2	25.9	30.0	32.5	8	1	1.7	31.1
$100-249 MILLION	21	2	29.4	27.1	31.1	33.6	5	1	2.2	34.8
$250-499 MILLION	3	1	29.2	20.5	33.0	34.2	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
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501 HEAD OF OPERATIONS										
ALL BANKS	175	1	38.0	27.3	36.5	44.5	100	1	5.4	47.1
UNDER $50 MILLION	35	1	26.5	18.5	26.0	29.7	14	1	1.7	28.0
$50-99 MILLION	39	1	32.3	25.6	29.5	39.7	25	1	4.1	39.2
$100-249 MILLION	65	1	39.2	32.0	38.7	44.5	36	1	5.5	47.1
$250-499 MILLION	22	1	47.9	38.7	45.3	58.0	14	1	8.6	60.4
$500-999 MILLION	6	1	51.8	49.6	54.5	58.8	5	1	6.8	66.4
$1 BILLION & OVER	8	1	67.8	55.9	63.8	80.2	6	1	11.4	91.9
502 MANAGER, BOOKKEEPING										
ALL BANKS	98	1	23.6	17.6	22.0	28.3	40	1	2.0	27.6
UNDER $50 MILLION	19	1	17.3	15.0	17.5	20.0	6	1	.8	17.3
$50-99 MILLION	21	1	20.3	16.9	18.5	23.7	14	1	1.9	24.8
$100-249 MILLION	25	1	23.8	22.0	23.6	27.0	7	1	2.0	27.7
$250-499 MILLION	20	1	27.0	19.6	25.3	32.9	10	1	2.7	33.4
$500-999 MILLION	4	1	32.8	30.3	33.0	35.0	3	1	1.9	35.2
$1 BILLION & OVER	9	1	31.8	29.3	31.3	33.2	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS	175	1	17.4	14.5	16.5	19.2	43	1	1.1	19.4
UNDER $50 MILLION	30	1	14.9	13.0	15.1	16.5	11	1	.9	17.0
$50-99 MILLION	51	1	16.4	14.5	15.6	18.0	14	1	1.2	19.5
$100-249 MILLION	57	1	18.3	14.4	17.7	21.0	12	1	1.2	20.4
$250-499 MILLION	24	1	18.5	16.2	17.7	20.0	5	1	1.3	20.2
$500-999 MILLION	5	2	17.8	16.6	16.8	22.4	*	-	-	-
$1 BILLION & OVER	8	2	19.9	16.6	20.1	25.6	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS....................	238	3	$12.8	$11.3	$12.6	$14.1	59	3	$0.7	$13.6
UNDER $50 MILLION............	45	1	12.2	10.8	12.6	14.1	14	1	.8	13.3
$50-99 MILLION...............	77	2	12.3	10.8	12.0	13.4	23	2	.6	13.6
$100-249 MILLION.............	76	3	12.6	11.5	12.8	14.2	14	3	.8	13.7
$250-499 MILLION.............	29	5	13.1	12.3	13.4	15.1	7	4	.8	14.3
$500-999 MILLION.............	4	8	14.0	12.7	14.0	14.9	*	-	-	-
$1 BILLION & OVER............	7	12	14.3	12.5	14.6	15.4	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS....................	165	3	11.4	9.4	10.6	12.2	38	2	.6	11.3
UNDER $50 MILLION............	26	1	10.2	9.0	10.0	11.6	8	1	.7	11.5
$50-99 MILLION...............	49	2	10.6	9.4	10.1	11.0	13	2	.4	10.8
$100-249 MILLION.............	55	3	11.1	9.4	10.7	12.6	11	3	.5	11.6
$250-499 MILLION.............	24	4	11.3	10.1	11.1	12.7	6	3	.7	11.0
$500-999 MILLION.............	3	7	14.4	13.8	14.1	15.4	*	-	-	-
$1 BILLION & OVER............	8	15	12.6	10.1	12.4	13.5	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS....................	121	3	10.8	9.6	10.7	11.8	22	3	.5	11.8
UNDER $50 MILLION............	11	1	9.5	7.2	10.0	11.0	*	-	-	-
$50-99 MILLION...............	24	2	10.2	8.5	10.6	11.5	*	-	-	-
$100-249 MILLION.............	52	3	10.8	9.6	10.6	11.8	12	2	.5	12.1
$250-499 MILLION.............	25	5	10.7	9.8	10.7	12.2	6	4	.4	11.3
$500-999 MILLION.............	4	4	11.3	10.4	11.9	13.0	*	-	-	-
$1 BILLION & OVER............	5	6	12.1	11.2	12.0	12.3	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS....................	36	1	23.3	17.0	24.3	28.9	11	1	1.8	26.6
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	9	2	21.7	16.2	21.0	24.0	*	-	-	-
$250-499 MILLION.............	13	1	22.6	15.7	23.3	25.0	6	1	1.8	24.8
$500-999 MILLION.............	5	1	28.6	27.0	27.3	30.4	*	-	-	-
$1 BILLION & OVER............	6	1	29.6	26.0	31.8	33.0	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS....................	69	1	17.9	14.5	17.5	21.3	16	1	.8	17.2
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	11	1	15.7	14.5	15.4	17.5	5	1	1.0	16.3
$100-249 MILLION.............	25	1	15.9	14.1	15.6	17.9	5	1	.7	16.4
$250-499 MILLION.............	17	1	19.6	17.1	20.3	22.6	3	1	.6	17.1
$500-999 MILLION.............	6	1	20.7	20.6	21.4	22.7	*	-	-	-
$1 BILLION & OVER............	8	2	20.3	17.8	19.4	22.3	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS....................	232	3	11.4	9.9	11.1	12.4	59	3	.5	12.1
UNDER $50 MILLION............	39	1	11.4	9.8	11.3	13.0	13	1	.5	12.4
$50-99 MILLION...............	72	2	11.1	9.8	11.0	12.1	21	2	.5	12.3
$100-249 MILLION.............	80	3	11.1	9.8	11.0	12.0	16	3	.6	12.0
$250-499 MILLION.............	30	5	11.4	10.1	11.0	12.4	6	3	.8	11.2
$500-999 MILLION.............	4	10	12.3	10.2	11.9	14.1	*	-	-	-
$1 BILLION & OVER............	7	17	12.1	11.2	12.4	13.2	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS..................	36	2	$12.0	$9.6	$11.6	$13.8	5	2	$0.5	$12.6
UNDER $50 MILLION............	5	1	14.1	11.5	12.0	15.3	*	-	-	-
$50-99 MILLION...............	6	1	10.3	8.5	9.8	13.1	*	-	-	-
$100-249 MILLION.............	10	2	11.3	9.4	11.1	14.1	*	-	-	-
$250-499 MILLION.............	10	2	12.2	10.9	12.9	13.[illegible]	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	4	6	12.2	11.6	13.1	15.2	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS..................	52	4	13.2	9.9	11.4	12.4	11	2	.8	12.7
UNDER $50 MILLION............	7	1	11.0	10.8	11.1	12.4	*	-	-	-
$50-99 MILLION...............	6	1	11.0	7.5	9.3	13.5	3	1	1.3	15.5
$100-249 MILLION.............	16	2	11.4	9.9	11.6	12.4	3	3	.4	9.8
$250-499 MILLION.............	16	3	12.0	10.2	11.4	13.6	3	2	1.1	13.3
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	5	26	14.4	11.1	11.5	15.0	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS..................	41	1	31.4	24.0	29.0	34.8	18	1	2.7	32.9
UNDER $50 MILLION............	5	1	21.0	20.0	21.0	22.0	3	1	.4	19.9
$50-99 MILLION...............	9	1	25.3	22.4	24.0	27.0	3	1	1.0	24.7
$100-249 MILLION.............	13	1	32.6	28.0	33.0	34.8	5	1	2.2	32.9
$250-499 MILLION.............	6	1	33.6	27.0	32.3	41.0	3	1	4.5	39.7
$500-999 MILLION.............	6	1	34.9	32.5	36.0	38.7	4	1	4.3	40.2
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS..................	44	1	20.5	16.9	19.1	23.0	17	1	2.0	25.2
UNDER $50 MILLION............	11	1	18.3	16.9	18.0	21.5	3	1	1.5	22.9
$50-99 MILLION...............	10	1	22.5	17.3	20.5	22.5	4	1	3.0	33.4
$100-249 MILLION.............	15	1	20.4	15.0	18.5	24.3	7	1	1.7	22.8
$250-499 MILLION.............	5	1	20.4	16.0	19.0	25.3	3	2	1.8	23.1
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS..................	13	1	25.9	21.0	23.5	32.1	3	1	1.0	22.0
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	5	1	25.4	21.0	22.0	25.6	*	-	-	-
$250-499 MILLION.............	5	1	28.5	23.5	26.5	32.1	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS..................	11	1	20.9	17.7	20.8	24.5	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	22.3	15.0	25.4	26.5	*	-	-	-
$100-249 MILLION.............	3	1	22.2	20.0	22.0	24.5	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
516 CLERK, WIRE TRANSFER										
ALL BANKS	57	2	$14.3	$12.1	$14.2	$16.0	9	1	$0.8	$16.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	24	1	14.1	12.1	13.6	16.6	*	-	-	-
$250-499 MILLION	23	1	14.3	12.1	13.8	15.5	6	1	1.0	15.7
$500-999 MILLION	4	2	14.9	14.1	15.1	15.9	*	-	-	-
$1 BILLION & OVER	3	5	14.9	14.3	16.4	16.7	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS	6	1	21.3	12.7	22.9	24.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS	7	1	15.5	13.4	16.5	17.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS	35	3	12.9	11.5	12.8	14.1	7	2	.4	13.0
UNDER $50 MILLION	3	1	12.5	11.8	12.0	13.8	*	-	-	-
$50-99 MILLION	4	1	10.8	10.1	11.2	11.9	*	-	-	-
$100-249 MILLION	13	2	11.5	11.7	12.7	13.7	3	2	.5	12.4
$250-499 MILLION	10	2	13.4	11.5	13.8	14.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	16	13.6	11.9	13.0	13.7	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS	6	1	28.9	24.4	26.2	35.8	3	1	1.3	26.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	3	1	29.1	24.4	27.0	35.8	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS	5	1	19.7	17.0	20.1	23.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS....................	5	3	$16.0	$16.5	$16.9	$17.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	3	1	17.2	16.9	17.3	17.4	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
801 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS....................	58	1	39.7	24.5	36.0	48.5	28	1	4.9	47.9
UNDER $50 MILLION...........	4	1	21.2	13.2	18.5	32.0	*	-	-	-
$50-99 MILLION..............	8	1	22.6	18.5	21.3	26.8	5	1	2.4	23.8
$100-249 MILLION............	22	1	34.6	24.5	34.2	44.3	6	1	3.3	40.6
$250-499 MILLION............	17	1	42.8	34.5	45.0	49.8	11	1	5.2	51.4
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	5	1	94.3	64.0	97.6	97.7	3	1	12.3	98.1
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS....................	34	1	35.7	25.0	32.4	44.0	15	1	2.7	37.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	24.4	19.2	26.0	29.0	3	1	1.0	20.2
$100-249 MILLION............	10	1	28.4	24.0	25.0	33.8	*	-	-	-
$250-499 MILLION............	10	1	36.9	33.7	35.5	44.0	6	1	4.1	43.4
$500-999 MILLION............	3	2	43.0	25.0	44.9	50.0	*	-	-	-
$1 BILLION & OVER...........	4	1	59.1	49.4	55.2	80.3	*	-	-	-
803 PROGRAMMER II										
ALL BANKS....................	26	2	26.1	19.8	23.4	27.1	7	2	1.4	22.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	2	23.3	16.0	21.4	25.0	3	1	1.4	19.8
$250-499 MILLION............	8	1	23.0	18.9	21.8	26.5	3	1	1.7	22.7
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	4	4	32.6	28.1	31.8	40.0	*	-	-	-
804 PROGRAMMER I										
ALL BANKS....................	19	4	23.1	15.0	18.4	21.6	6	1	.6	18.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	2	18.0	12.5	15.5	20.6	*	-	-	-
$250-499 MILLION............	5	1	18.9	17.0	18.4	21.6	3	1	.6	18.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	18	25.1	20.6	25.2	26.8	*	-	-	-
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS....................	15	2	34.8	27.1	32.8	37.0	4	1	2.3	36.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	29.3	23.0	27.1	37.7	*	-	-	-
$250-499 MILLION............	8	1	31.0	21.6	31.5	34.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	6	38.1	36.2	37.0	39.7	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
606 SYSTEMS ANALYST										
ALL BANKS	25	2	$27.6	$20.2	$25.0	$31.7	6	1	$2.0	$24.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	24.6	17.0	25.3	28.9	*	-	-	-
$250-499 MILLION	7	1	22.1	16.5	21.2	32.5	3	1	.9	25.3
$500-999 MILLION	3	1	27.2	22.0	23.7	31.5	*	-	-	-
$1 BILLION & OVER	3	7	31.7	30.4	31.7	33.8	*	-	-	-
607 DATA ENTRY										
ALL BANKS	72	3	12.8	10.6	12.4	14.2	18	2	.7	13.1
UNDER $50 MILLION	4	1	12.5	10.7	12.4	14.3	*	-	-	-
$50-99 MILLION	15	1	11.5	10.1	11.4	12.5	3	1	1.1	13.4
$100-249 MILLION	26	2	12.6	10.6	12.5	14.6	6	1	.7	13.0
$250-499 MILLION	18	3	12.8	10.6	13.1	14.2	6	3	.9	13.3
$500-999 MILLION	3	3	12.0	10.7	11.9	13.1	*	-	-	-
$1 BILLION & OVER	6	10	13.7	12.0	13.5	14.9	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	33	1	26.5	19.3	24.6	33.0	9	1	1.8	24.6
UNDER $50 MILLION	3	1	14.8	12.5	13.8	18.0	*	-	-	-
$50-99 MILLION	8	1	22.7	18.2	22.7	24.6	3	1	1.1	23.1
$100-249 MILLION	8	1	23.1	18.6	23.8	25.8	3	1	3.9	32.2
$250-499 MILLION	6	1	28.6	24.6	29.4	34.2	*	-	-	-
$500-999 MILLION	4	1	28.1	24.5	26.5	33.3	*	-	-	-
$1 BILLION & OVER	4	1	44.8	35.5	42.3	56.7	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	46	1	20.4	16.0	18.0	24.5	16	1	1.3	22.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	1	16.3	13.4	15.7	17.3	5	1	.8	14.5
$100-249 MILLION	16	1	18.1	16.3	17.7	19.6	5	1	1.0	19.6
$250-499 MILLION	14	1	21.8	17.3	20.6	25.0	4	1	2.2	29.9
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	5	2	25.9	26.9	32.8	34.0	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	102	3	13.2	10.9	12.5	14.5	32	2	.6	13.3
UNDER $50 MILLION	19	1	12.5	11.1	12.4	14.5	7	1	.8	12.8
$50-99 MILLION	22	2	11.9	10.5	11.7	13.0	9	1	.3	13.2
$100-249 MILLION	35	2	12.3	10.1	12.0	14.5	9	2	.6	13.3
$250-499 MILLION	20	3	13.5	12.0	13.3	15.1	6	2	.8	13.4
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	4	8	17.2	15.5	17.4	18.4	*	-	-	-
RETAIL BANKING										
---------------										
701 HEAD OF RETAIL BANKING										
ALL BANKS	66	1	47.3	33.1	45.0	58.5	40	1	7.1	58.4
UNDER $50 MILLION	6	1	19.1	17.9	18.5	20.5	3	1	.5	21.3
$50-99 MILLION	9	1	34.2	25.3	34.0	39.5	6	1	4.6	48.5
$100-249 MILLION	18	1	40.2	32.5	39.9	50.0	7	1	4.6	44.2
$250-499 MILLION	18	1	51.5	45.0	50.3	58.5	12	1	6.6	59.0
$500-999 MILLION	6	1	58.0	37.5	55.8	77.1	5	1	14.0	76.1
$1 BILLION & OVER	9	1	78.0	60.0	80.1	90.1	7	1	9.9	84.3

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS..................	31	1	$14.6	$11.9	$13.7	$15.9	5	1	$0.4	$16.7
UNDER $50 MILLION...........	4	1	13.8	12.0	13.7	14.8	3	1	.4	12.9
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	12.1	10.4	12.0	13.2	*	-	-	-
$250-499 MILLION............	10	1	13.6	12.0	13.4	14.8	*	-	-	-
$500-999 MILLION............	3	1	16.0	12.3	15.9	19.8	*	-	-	-
$1 BILLION & OVER...........	7	1	18.4	15.3	18.8	21.8	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS..................	60	1	35.2	26.1	32.7	42.8	24	1	3.6	42.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	10	1	31.0	22.0	35.4	38.0	6	1	2.2	34.7
$100-249 MILLION............	26	1	31.0	25.8	30.8	36.4	9	1	5.7	42.5
$250-499 MILLION............	12	1	34.2	26.4	35.0	42.0	4	1	2.0	38.9
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	8	2	40.8	37.3	49.5	58.8	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS..................	39	3	33.1	25.3	30.0	37.0	12	4	2.4	35.3
UNDER $50 MILLION...........	4	2	18.6	16.6	17.5	23.1	*	-	-	-
$50-99 MILLION..............	5	1	26.4	20.0	25.3	30.0	*	-	-	-
$100-249 MILLION............	11	2	26.9	25.1	27.8	29.5	3	1	2.0	29.3
$250-499 MILLION............	9	2	32.2	30.0	30.5	37.0	*	-	-	-
$500-999 MILLION............	4	2	35.1	30.4	34.4	40.7	3	2	3.7	38.1
$1 BILLION & OVER...........	6	8	39.4	32.3	36.8	38.7	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS..................	77	3	28.6	22.7	27.4	32.9	40	3	2.3	30.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	17	2	23.6	20.0	22.3	27.3	11	1	2.4	28.5
$100-249 MILLION............	26	2	27.3	23.2	26.8	35.4	13	2	2.3	29.3
$250-499 MILLION............	18	3	27.1	22.7	29.7	33.3	8	2	3.0	32.6
$500-999 MILLION............	7	5	29.2	22.8	28.2	32.9	5	4	2.2	29.9
$1 BILLION & OVER...........	8	14	30.9	27.9	31.3	35.5	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS..................	157	4	22.9	18.0	22.0	25.9	63	4	1.3	23.6
UNDER $50 MILLION...........	19	1	16.9	13.4	15.6	18.6	7	2	.7	18.4
$50-99 MILLION..............	49	2	21.6	16.6	20.6	25.6	24	2	1.1	24.1
$100-249 MILLION............	56	3	22.4	19.2	22.6	26.9	19	3	1.3	22.7
$250-499 MILLION............	21	7	24.2	21.6	23.2	25.1	10	8	2.0	26.7
$500-999 MILLION............	4	4	22.6	19.1	23.3	31.0	*	-	-	-
$1 BILLION & OVER...........	8	14	24.6	22.2	24.9	29.2	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS..................	15	2	22.6	17.0	21.5	23.0	5	2	2.0	27.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	2	17.6	15.7	19.0	22.5	*	-	-	-
$250-499 MILLION............	5	2	24.2	22.0	22.2	27.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS	45	3	$20.5	$16.1	$19.0	$21.0	14	3	$1.4	$21.2
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	17.3	15.0	18.4	19.0	*	-	-	-
$100-249 MILLION	16	2	18.0	15.2	19.6	21.5	5	2	1.2	18.9
$250-499 MILLION	13	3	17.5	17.9	18.5	19.9	5	2	1.6	20.5
$500-999 MILLION	5	2	20.3	18.9	19.6	19.8	*	-	-	-
$1 BILLION & OVER	6	9	24.3	20.8	23.2	27.9	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS	84	4	17.3	14.6	16.4	18.7	28	3	.9	17.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	24	2	15.6	14.4	15.6	17.5	12	2	1.0	16.6
$100-249 MILLION	34	2	16.3	14.5	16.6	18.5	10	2	1.0	17.5
$250-499 MILLION	13	5	16.6	14.5	16.8	19.5	3	6	1.1	17.2
$500-999 MILLION	3	4	20.4	16.3	22.5	24.5	*	-	-	-
$1 BILLION & OVER	8	18	18.3	16.4	18.1	23.3	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS	99	1	25.0	18.8	22.5	29.0	43	1	1.7	26.1
UNDER $50 MILLION	13	1	19.3	16.0	18.0	20.0	5	1	1.0	21.3
$50-99 MILLION	21	1	20.2	17.0	18.8	22.0	11	1	1.4	22.1
$100-249 MILLION	37	1	24.6	20.0	23.0	28.0	16	1	1.6	27.5
$250-499 MILLION	19	1	27.0	22.2	27.2	30.5	7	1	1.8	32.0
$500-999 MILLION	4	2	30.2	23.6	29.5	40.2	4	1	4.7	30.2
$1 BILLION & OVER	5	1	42.2	39.4	44.2	47.0	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS	52	5	20.4	16.9	22.1	27.0	18	5	2.3	24.8
UNDER $50 MILLION	4	1	19.7	13.3	17.9	23.9	*	-	-	-
$50-99 MILLION	6	3	17.1	15.6	16.9	19.4	*	-	-	-
$100-249 MILLION	20	3	21.5	18.2	20.6	24.5	7	2	3.3	25.9
$250-499 MILLION	11	7	21.6	15.0	22.4	28.3	3	8	1.5	24.8
$500-999 MILLION	4	19	15.2	15.9	23.2	25.2	*	-	-	-
$1 BILLION & OVER	7	5	28.5	25.9	36.0	39.4	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS	119	3	16.9	14.4	15.7	18.0	30	2	1.0	16.9
UNDER $50 MILLION	15	1	14.0	12.2	14.0	16.0	*	-	-	-
$50-99 MILLION	31	1	17.3	14.5	16.0	18.3	10	2	1.4	18.3
$100-249 MILLION	48	2	16.5	14.4	16.0	19.0	12	1	.9	15.8
$250-499 MILLION	16	4	16.4	14.6	15.6	17.8	5	3	1.1	18.1
$500-999 MILLION	3	3	16.6	16.0	17.3	17.3	*	-	-	-
$1 BILLION & OVER	6	21	17.8	15.7	16.5	20.2	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS	222	4	14.0	11.8	12.8	14.4	43	4	.7	13.8
UNDER $50 MILLION	30	2	12.2	11.5	12.1	12.9	5	2	.3	13.7
$50-99 MILLION	64	2	12.9	11.6	12.6	14.1	14	2	.6	13.5
$100-249 MILLION	83	4	13.0	11.8	13.0	14.3	15	3	.8	13.3
$250-499 MILLION	31	5	13.7	11.9	12.9	14.7	7	3	1.3	15.3
$500-999 MILLION	6	11	15.0	13.8	14.7	15.1	*	-	-	-
$1 BILLION & OVER	8	27	16.5	14.9	15.5	18.3	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS....................	133	1	$12.5	$10.6	$12.3	$13.9	27	1	$0.6	$12.7
UNDER $50 MILLION............	8	1	11.9	10.0	10.6	14.1	3	1	.7	11.1
$50-99 MILLION...............	26	1	12.7	10.5	12.6	14.4	7	1	.7	14.0
$100-249 MILLION.............	64	1	12.4	10.4	12.3	14.1	11	1	.5	11.9
$250-499 MILLION.............	25	2	12.2	10.6	12.1	13.3	5	2	.9	13.8
$500-999 MILLION.............	5	2	13.6	11.5	12.5	14.1	*	-	-	-
$1 BILLION & OVER............	5	6	12.8	12.6	12.7	13.4	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS....................	78	1	22.1	17.5	20.9	25.0	26	1	1.8	25.2
UNDER $50 MILLION............	13	1	16.5	14.2	16.0	17.5	4	1	1.2	17.6
$50-99 MILLION...............	14	1	21.5	17.1	19.5	24.8	5	1	1.2	24.7
$100-249 MILLION.............	29	1	22.6	20.0	22.5	24.8	9	1	2.6	29.6
$250-499 MILLION.............	15	1	23.4	20.4	23.7	26.4	6	1	1.5	23.8
$500-999 MILLION.............	4	2	27.4	22.0	29.7	38.6	*	-	-	-
$1 BILLION & OVER............	3	2	24.4	18.8	25.5	25.9	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS....................	148	2	17.4	14.9	17.1	19.9	43	1	1.0	20.6
UNDER $50 MILLION............	23	1	16.2	13.4	15.2	18.6	7	1	.9	16.8
$50-99 MILLION...............	38	2	16.3	14.7	16.5	18.5	16	2	.9	19.0
$100-249 MILLION.............	54	2	17.6	15.6	17.3	20.2	12	1	1.3	23.0
$250-499 MILLION.............	25	3	17.9	16.0	19.3	22.4	6	2	1.0	23.0
$500-999 MILLION.............	4	5	19.4	18.1	19.8	22.1	*	-	-	-
$1 BILLION & OVER............	4	9	17.5	16.6	23.3	26.3	*	-	-	-
717 TELLER, HEAD										
ALL BANKS....................	216	3	14.5	12.8	14.0	15.3	50	2	.8	14.8
UNDER $50 MILLION............	38	2	14.8	12.2	13.8	15.0	8	1	.9	14.5
$50-99 MILLION...............	61	2	13.6	13.0	13.7	14.8	18	1	.7	15.0
$100-249 MILLION.............	76	3	14.2	12.9	14.1	15.3	14	4	.9	14.6
$250-499 MILLION.............	31	6	13.9	13.0	14.5	15.4	9	3	.9	14.6
$500-999 MILLION.............	5	7	15.8	15.0	16.3	16.7	*	-	-	-
$1 BILLION & OVER............	5	22	16.4	14.7	16.9	17.1	*	-	-	-
718 TELLER II										
ALL BANKS....................	285	11	12.1	10.7	11.7	12.9	67	8	.6	12.5
UNDER $50 MILLION............	63	4	11.3	10.2	11.4	12.9	18	4	.6	11.9
$50-99 MILLION...............	81	6	11.5	10.5	11.5	12.3	25	6	.7	13.1
$100-249 MILLION.............	90	11	11.9	10.9	11.6	12.6	16	11	.6	11.9
$250-499 MILLION.............	36	18	11.8	10.7	12.1	13.0	7	19	.7	12.3
$500-999 MILLION.............	7	21	13.6	13.1	13.7	15.0	*	-	-	-
$1 BILLION & OVER............	8	58	13.8	12.7	13.9	15.4	*	-	-	-
719 TELLER I										
ALL BANKS....................	216	12	11.3	9.2	10.0	11.0	50	7	.4	10.4
UNDER $50 MILLION............	43	3	9.9	8.3	9.7	10.5	10	2	.4	10.6
$50-99 MILLION...............	59	6	10.1	9.1	9.9	10.6	18	5	.3	10.4
$100-249 MILLION.............	68	10	10.4	9.0	10.0	10.7	14	7	.4	9.9
$250-499 MILLION.............	32	18	10.9	10.0	10.9	12.0	7	17	.5	10.8
$500-999 MILLION.............	6	22	11.9	11.0	11.6	13.0	*	-	-	-
$1 BILLION & OVER............	8	90	13.0	10.6	12.0	13.7	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS..................	52	2	$13.5	$11.7	$13.1	$14.3	8	1	$0.7	$12.4
UNDER $50 MILLION...........	4	2	11.6	9.4	11.0	12.8	*	-	-	-
$50-99 MILLION..............	7	1	13.2	11.7	14.0	14.1	*	-	-	-
$100-249 MILLION............	21	2	14.3	12.2	13.7	14.8	*	-	-	-
$250-499 MILLION............	16	1	13.0	11.3	12.4	14.3	4	1	.5	11.8
$500-999 MILLION............	3	4	12.2	11.7	12.0	13.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS..................	110	2	13.7	11.9	13.3	15.0	27	2	.7	14.9
UNDER $50 MILLION...........	17	1	13.3	11.8	13.2	14.4	3	1	.7	16.5
$50-99 MILLION..............	20	2	12.7	11.2	12.6	13.4	7	2	.4	12.2
$100-249 MILLION............	44	2	13.6	12.2	13.5	15.2	8	2	.9	14.0
$250-499 MILLION............	24	3	13.8	12.1	14.0	16.1	8	3	.9	17.7
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	9	15.2	9.4	12.2	16.0	*	-	-	-
722 TELLER, VAULT										
ALL BANKS..................	79	2	13.3	11.4	12.9	15.1	14	1	.8	14.6
UNDER $50 MILLION...........	3	1	16.8	11.0	15.1	24.4	*	-	-	-
$50-99 MILLION..............	11	2	12.1	11.0	11.9	13.5	4	2	.8	14.4
$100-249 MILLION............	37	1	12.4	11.2	12.2	14.6	4	1	.7	14.3
$250-499 MILLION............	19	1	13.7	12.0	13.5	15.7	4	2	1.1	14.7
$500-999 MILLION............	6	4	14.2	13.0	14.4	15.7	*	-	-	-
$1 BILLION & OVER...........	3	5	14.7	13.8	14.4	16.3	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS..................	219	13	11.0	9.6	10.5	11.4	28	7	.3	11.7
UNDER $50 MILLION...........	41	3	10.5	9.3	10.4	11.4	7	2	.2	11.5
$50-99 MILLION..............	58	6	10.6	9.8	10.4	11.4	7	4	.3	12.6
$100-249 MILLION............	74	10	10.5	9.4	10.4	11.1	9	7	.7	11.0
$250-499 MILLION............	33	21	10.6	9.8	10.6	11.8	5	18	.2	11.5
$500-999 MILLION............	6	29	12.1	11.5	12.5	13.5	*	-	-	-
$1 BILLION & OVER...........	7	96	12.1	10.1	12.2	13.1	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS..................	40	5	13.3	11.5	13.0	15.5	6	3	.6	12.7
UNDER $50 MILLION...........	4	1	14.6	12.6	13.2	18.0	*	-	-	-
$50-99 MILLION..............	5	2	15.7	11.6	13.3	14.5	*	-	-	-
$100-249 MILLION............	23	4	13.5	11.4	12.5	15.6	3	5	.3	11.7
$250-499 MILLION............	7	6	11.2	11.4	13.0	15.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS..................	120	1	55.9	40.5	50.0	66.6	81	1	9.0	65.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	19	1	40.7	26.0	37.7	55.0	11	1	4.4	41.6
$100-249 MILLION............	55	1	46.4	38.5	45.0	53.3	32	1	4.8	52.6
$250-499 MILLION............	28	1	64.0	50.1	61.1	78.2	23	1	11.0	74.4
$500-999 MILLION............	8	1	76.4	61.4	74.3	98.2	7	1	23.5	98.5
$1 BILLION & OVER...........	9	1	104.4	72.5	84.1	89.3	7	1	14.6	100.6

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS	49	1	$44.9	$30.0	$37.9	$50.5	27	1	$3.5	$43.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	9	1	30.1	27.0	32.5	35.5	5	1	1.6	34.3
$100-249 MILLION	16	1	33.2	24.0	33.5	38.8	8	1	2.1	30.3
$250-499 MILLION	10	1	43.8	37.9	44.8	50.5	5	1	3.3	43.6
$500-999 MILLION	5	1	58.9	54.3	60.5	62.1	4	1	6.7	65.7
$1 BILLION & OVER	7	2	64.0	50.6	55.0	77.7	4	2	7.4	69.7
803 TRUST INVESTMENT OFFICER										
ALL BANKS	52	1	41.0	28.6	39.4	47.6	24	1	4.9	50.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	24.8	22.1	24.0	26.2	*	-	-	-
$100-249 MILLION	14	1	31.6	22.9	34.4	38.8	4	1	3.7	37.8
$250-499 MILLION	17	1	43.0	36.5	41.5	47.5	10	1	3.4	46.5
$500-999 MILLION	7	1	40.5	27.9	40.0	50.3	5	1	8.7	55.0
$1 BILLION & OVER	8	1	62.2	43.5	55.2	89.8	3	1	7.3	82.5
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	74	2	36.3	27.2	34.6	40.1	23	2	2.9	35.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	8	1	26.0	19.6	25.3	32.7	3	1	1.6	22.6
$100-249 MILLION	26	1	33.6	27.0	34.6	38.5	6	1	3.7	43.1
$250-499 MILLION	24	2	34.5	27.9	34.5	40.9	7	2	1.4	29.8
$500-999 MILLION	8	2	37.4	27.8	37.4	39.8	6	2	5.0	41.6
$1 BILLION & OVER	8	4	43.0	32.3	39.8	46.8	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	67	2	26.1	19.8	23.0	30.4	22	1	1.7	24.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	17.6	16.0	16.5	18.0	*	-	-	-
$100-249 MILLION	29	1	21.9	18.4	21.8	23.7	8	1	1.6	22.3
$250-499 MILLION	17	1	27.3	23.0	25.5	30.5	7	1	1.5	26.2
$500-999 MILLION	7	2	30.4	21.9	30.4	32.0	5	1	2.9	33.5
$1 BILLION & OVER	7	3	31.5	21.4	27.4	36.3	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	24	1	36.8	32.1	38.4	44.0	9	1	3.6	46.5
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	35.9	23.2	37.3	47.3	*	-	-	-
$250-499 MILLION	8	1	40.1	36.2	38.6	47.2	4	1	3.0	46.3
$500-999 MILLION	5	2	30.9	25.0	28.5	37.3	3	1	2.5	40.6
$1 BILLION & OVER	7	2	38.7	33.2	43.6	44.1	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	17	2	26.7	20.0	24.9	29.9	4	1	2.9	30.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	1	22.8	17.5	22.2	25.9	*	-	-	-
$250-499 MILLION	4	1	28.2	24.6	27.3	30.7	*	-	-	-
$500-999 MILLION	3	2	25.6	20.0	28.0	29.9	*	-	-	-
$1 BILLION & OVER	4	3	29.2	20.5	28.3	35.6	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS..................	11	2	$26.9	$16.8	$21.6	$29.4	*	-	-	-
UNDER $50 MILLION..........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	4	2	27.7	17.9	22.3	32.1	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	4	4	27.2	14.7	20.8	41.7	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS..................	64	1	28.7	19.5	25.0	34.9	24	1	2.3	33.9
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	7	1	19.0	18.0	18.7	22.0	4	1	1.1	20.9
$100-249 MILLION...........	22	1	23.4	18.0	22.7	29.9	5	1	1.8	27.4
$250-499 MILLION...........	18	1	31.7	23.3	29.4	37.9	6	1	2.5	41.4
$500-999 MILLION...........	8	1	41.3	32.1	42.0	49.5	6	1	2.1	34.2
$1 BILLION & OVER..........	8	1	31.9	21.7	29.9	54.3	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS..................	112	3	13.1	11.4	13.0	14.7	26	3	.6	13.5
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	19	2	12.7	10.9	13.1	14.0	7	1	.5	14.3
$100-249 MILLION...........	56	3	12.9	11.2	12.9	14.8	12	3	.7	13.0
$250-499 MILLION...........	24	4	12.8	11.4	12.4	14.5	6	6	.5	13.2
$500-999 MILLION...........	6	5	13.9	12.2	13.7	15.9	*	-	-	-
$1 BILLION & OVER..........	5	13	13.8	13.2	14.0	14.6	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS..................	128	1	34.4	25.1	31.2	37.9	62	1	4.0	41.7
UNDER $50 MILLION..........	5	1	25.6	23.0	25.0	30.5	*	-	-	-
$50-99 MILLION.............	25	1	26.0	22.9	24.9	30.0	14	1	3.0	30.9
$100-249 MILLION...........	52	1	29.9	24.3	29.5	34.2	18	1	3.0	37.3
$250-499 MILLION...........	32	1	36.2	31.3	35.5	41.8	18	1	4.9	43.5
$500-999 MILLION...........	6	1	48.4	40.8	46.0	52.5	4	1	6.3	47.6
$1 BILLION & OVER..........	8	1	77.6	66.3	73.3	77.9	6	2	8.1	82.3
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS..................	48	1	28.3	23.1	27.7	33.0	11	1	2.1	27.4
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	5	1	25.0	20.6	23.0	27.3	*	-	-	-
$100-249 MILLION...........	23	1	25.8	22.0	26.1	29.3	7	1	2.2	28.2
$250-499 MILLION...........	8	1	29.8	24.7	31.0	33.0	*	-	-	-
$500-999 MILLION...........	3	1	29.8	22.7	33.7	40.0	*	-	-	-
$1 BILLION & OVER..........	7	2	35.1	33.0	33.7	37.2	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS..................	109	1	17.5	14.5	16.8	19.5	23	1	1.0	17.8
UNDER $50 MILLION..........	3	1	18.2	14.6	19.0	21.0	*	-	-	-
$50-99 MILLION.............	16	1	16.1	13.9	15.3	18.0	6	1	.9	17.6
$100-249 MILLION...........	46	1	16.7	13.7	15.8	19.0	6	1	1.1	18.4
$250-499 MILLION...........	31	1	17.0	14.6	17.3	19.2	9	1	1.0	17.2
$500-999 MILLION...........	6	2	19.4	18.4	19.5	20.9	*	-	-	-
$1 BILLION & OVER..........	7	2	21.1	18.5	19.9	22.0	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
904 TRAINING DIRECTOR										
ALL BANKS....................	36	1	$23.5	$18.3	$23.6	$28.4	6	1	$1.0	$25.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	14	1	21.6	17.4	22.2	25.0	*	-	-	-
$250-499 MILLION............	9	1	21.1	18.0	19.4	23.4	*	-	-	-
$500-999 MILLION............	3	1	24.0	18.2	24.9	29.0	*	-	-	-
$1 BILLION & OVER...........	8	1	28.9	26.2	30.9	34.5	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	35	3	18.0	15.5	16.8	18.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	14	2	17.3	15.8	16.8	17.5	*	-	-	-
$250-499 MILLION............	9	2	16.5	15.3	15.9	16.9	*	-	-	-
$500-999 MILLION............	4	3	17.5	15.5	17.3	18.8	*	-	-	-
$1 BILLION & OVER...........	6	10	18.9	15.8	18.1	20.7	*	-	-	-
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	136	1	35.1	25.7	32.3	41.9	67	1	5.2	44.1
UNDER $50 MILLION...........	3	1	21.9	15.0	18.2	32.5	*	-	-	-
$50-99 MILLION..............	30	1	28.4	21.0	27.3	32.0	16	1	2.2	30.7
$100-249 MILLION............	58	1	32.7	25.1	31.9	39.0	26	1	3.8	40.3
$250-499 MILLION............	31	1	42.3	30.0	40.8	49.5	18	1	6.8	50.8
$500-999 MILLION............	6	1	41.2	30.7	34.0	54.0	4	1	13.9	60.5
$1 BILLION & OVER...........	8	1	50.6	36.9	45.3	69.0	3	1	7.4	75.4
926 MARKETING COORDINATOR										
ALL BANKS....................	74	1	19.0	15.0	17.6	21.9	18	1	.9	19.0
UNDER $50 MILLION...........	3	1	15.3	12.7	14.0	19.3	*	-	-	-
$50-99 MILLION..............	14	1	15.6	12.0	15.0	18.5	3	2	.4	11.7
$100-249 MILLION............	28	1	17.5	12.3	16.9	19.1	8	1	.7	18.7
$250-499 MILLION............	18	1	20.0	17.6	19.7	22.5	5	1	1.4	21.1
$500-999 MILLION............	3	1	21.6	15.9	24.0	25.0	*	-	-	-
$1 BILLION & OVER...........	8	2	24.8	19.9	23.9	25.6	*	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS....................	81	1	24.4	17.9	23.0	29.5	22	1	1.7	27.5
UNDER $50 MILLION...........	3	1	19.8	15.2	20.1	24.2	*	-	-	-
$50-99 MILLION..............	7	1	18.2	15.0	17.0	20.3	*	-	-	-
$100-249 MILLION............	31	1	21.3	16.1	21.3	25.9	5	1	2.0	24.1
$250-499 MILLION............	24	1	25.8	19.6	24.5	31.8	11	1	1.9	28.9
$500-999 MILLION............	6	1	32.1	30.0	31.9	35.0	*	-	-	-
$1 BILLION & OVER...........	10	1	31.5	24.0	31.8	37.3	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	62	1	26.7	19.3	25.0	33.5	16	1	3.0	32.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	26	1	21.5	16.9	20.4	26.0	8	1	1.7	25.3
$250-499 MILLION............	21	1	27.4	20.4	26.0	30.6	5	1	5.2	38.9
$500-999 MILLION............	6	1	31.0	25.0	31.1	33.6	*	-	-	-
$1 BILLION & OVER...........	7	1	44.0	36.8	39.3	52.0	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS	47	4	$15.5	$13.2	$15.0	$17.9	12	6	$0.4	$15.8
UNDER $50 MILLION	3	2	16.2	10.8	17.0	18.2	*	-	-	-
$50-99 MILLION	5	2	18.5	11.0	13.1	13.2	*	-	-	-
$100-249 MILLION	17	2	15.4	12.0	17.1	17.9	5	2	.4	12.6
$250-499 MILLION	17	5	15.4	13.9	15.0	16.8	4	12	.1	19.1
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	17	15.2	14.6	15.4	18.7	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS	102	2	15.5	12.0	14.3	17.0	16	2	.6	14.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	16	2	12.0	11.1	11.9	13.9	3	2	.5	11.9
$100-249 MILLION	46	1	14.8	11.5	14.0	17.4	7	2	.5	15.1
$250-499 MILLION	26	2	14.4	12.7	14.4	15.6	4	2	.8	14.2
$500-999 MILLION	5	3	15.7	14.7	14.8	17.1	*	-	-	-
$1 BILLION & OVER	7	9	18.6	15.6	19.2	20.6	*	-	-	-
954 CUSTODIAN										
ALL BANKS	87	3	11.9	9.8	12.0	14.0	19	2	.9	15.6
UNDER $50 MILLION	12	1	13.0	10.2	12.4	15.5	3	1	.7	13.2
$50-99 MILLION	23	2	12.8	10.4	12.7	16.0	6	2	.8	17.3
$100-249 MILLION	34	3	11.3	9.4	11.6	13.2	6	2	.9	13.9
$250-499 MILLION	14	3	11.6	10.0	11.7	13.2	4	2	1.0	18.2
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	7	13.8	8.6	13.2	15.6	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS	104	3	11.2	9.6	11.1	12.6	14	2	.4	12.1
UNDER $50 MILLION	5	1	13.0	12.0	12.1	16.0	*	-	-	-
$50-99 MILLION	12	1	10.5	9.3	10.4	11.9	*	-	-	-
$100-249 MILLION	50	2	11.0	9.5	10.8	12.3	7	1	.5	13.4
$250-499 MILLION	28	3	10.8	9.9	11.1	12.6	5	4	.2	9.4
$500-999 MILLION	3	5	12.3	11.8	13.0	13.7	*	-	-	-
$1 BILLION & OVER	6	13	11.6	9.2	11.5	13.3	*	-	-	-
OFFICE SERVICES ---------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS	114	2	19.1	16.1	18.8	21.5	32	1	1.3	21.3
UNDER $50 MILLION	14	1	15.0	12.8	14.3	16.3	6	1	.8	18.3
$50-99 MILLION	23	1	18.3	16.1	18.0	20.0	9	1	.9	20.5
$100-249 MILLION	43	1	19.5	17.0	19.2	21.9	12	1	1.7	23.0
$250-499 MILLION	23	3	18.7	16.3	19.7	22.2	5	2	1.6	22.2
$500-999 MILLION	4	3	21.4	16.8	20.1	23.3	*	-	-	-
$1 BILLION & OVER	7	7	20.3	19.0	20.5	32.1	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS	187	2	18.2	14.5	16.8	19.5	48	1	1.1	18.6
UNDER $50 MILLION	18	1	13.6	12.0	14.0	16.1	4	2	.4	11.8
$50-99 MILLION	50	1	15.3	13.0	15.1	17.0	18	1	.9	16.3
$100-249 MILLION	73	2	19.6	14.9	17.7	19.6	15	1	1.3	21.5
$250-499 MILLION	30	2	18.0	15.8	18.8	20.2	8	1	.6	18.6
$500-999 MILLION	6	2	24.4	18.7	23.8	27.0	*	-	-	-
$1 BILLION & OVER	10	7	18.4	16.0	19.7	21.6	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	100	4	$14.6	$11.7	$12.8	$14.5	24	2	$0.6	$13.4
UNDER $50 MILLION............	11	1	11.9	10.1	11.5	13.9	3	1	.4	12.6
$50-99 MILLION...............	23	1	12.4	11.6	12.3	13.1	8	1	.6	11.7
$100-249 MILLION.............	40	2	12.9	11.8	13.0	14.8	7	2	.5	13.4
$250-499 MILLION.............	19	3	13.1	12.7	13.3	15.4	6	2	1.0	15.5
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	6	34	16.2	13.3	15.1	16.3	*	-	-	-
978 CLERK I										
ALL BANKS....................	32	7	12.0	10.4	11.7	13.5	4	2	.7	12.3
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	1	12.3	8.5	14.0	14.4	*	-	-	-
$100-249 MILLION.............	15	3	11.0	10.5	11.0	12.4	*	-	-	-
$250-499 MILLION.............	7	4	11.1	10.4	10.9	12.8	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	5	27	12.4	10.1	13.8	14.2	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS....................	77	4	10.6	9.3	10.4	11.9	8	3	.2	10.2
UNDER $50 MILLION............	4	2	10.6	7.9	11.3	13.1	*	-	-	-
$50-99 MILLION...............	18	2	10.9	9.6	10.4	13.4	*	-	-	-
$100-249 MILLION.............	32	3	10.2	8.9	10.4	11.7	3	4	.1	8.7
$250-499 MILLION.............	15	3	10.3	9.2	10.1	12.4	3	2	.4	12.0
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	6	17	11.1	9.7	12.3	13.0	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	21	3	13.6	12.5	14.4	15.0	6	4	.5	13.8
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	2	14.1	8.6	14.5	16.3	3	1	.4	13.5
$100-249 MILLION.............	10	2	13.6	12.0	13.5	14.5	*	-	-	-
$250-499 MILLION.............	3	5	11.7	10.7	15.6	17.1	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	14	2	11.3	10.4	11.5	12.6	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	5	1	11.7	11.8	12.0	12.6	*	-	-	-
$250-499 MILLION.............	5	3	11.0	10.4	10.5	14.9	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS....................	63	2	11.1	9.6	11.0	12.1	10	2	.6	12.3
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	31	1	10.4	9.2	10.3	12.4	3	1	.6	12.4
$250-499 MILLION.............	17	2	10.7	9.4	11.2	11.8	3	1	1.1	11.8
$500-999 MILLION.............	4	4	11.8	10.7	12.1	16.6	*	-	-	-
$1 BILLION & OVER............	7	5	11.7	10.9	11.1	13.6	*	-	-	-

REGION V.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	46	2	$14.0	$12.0	$13.0	$14.6	6	2	$0.4	$15.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	7	1	13.3	11.3	12.7	14.9	*	-	-	-
$100-249 MILLION............	16	2	13.0	11.9	12.3	14.3	*	-	-	-
$250-499 MILLION............	10	3	13.4	13.0	13.1	14.4	*	-	-	-
$500-999 MILLION............	4	4	16.7	12.7	15.1	19.1	*	-	-	-
$1 BILLION & OVER...........	7	5	14.0	13.0	13.0	15.8	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	192	1	11.5	9.8	11.3	13.0	40	1	.6	12.5
UNDER $50 MILLION...........	7	1	10.8	9.2	11.2	12.7	*	-	-	-
$50-99 MILLION...............	51	1	10.8	9.3	10.4	12.2	13	1	.6	11.9
$100-249 MILLION............	85	1	11.1	9.6	10.8	12.3	15	1	.6	11.8
$250-499 MILLION............	35	1	12.2	11.8	13.0	14.2	8	2	.8	14.6
$500-999 MILLION............	5	2	12.1	10.9	11.7	14.0	*	-	-	-
$1 BILLION & OVER...........	9	3	13.1	11.5	12.5	13.9	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	94	2	12.5	10.5	12.0	13.4	16	1	.7	14.1
UNDER $50 MILLION...........	8	1	11.1	9.1	9.8	11.6	*	-	-	-
$50-99 MILLION...............	16	1	11.7	10.5	11.5	12.8	3	1	1.1	14.4
$100-249 MILLION............	39	1	11.9	10.3	11.9	13.1	6	1	.8	14.5
$250-499 MILLION............	21	2	12.2	11.6	12.0	12.7	3	2	.7	13.0
$500-999 MILLION............	4	2	12.9	11.4	14.5	15.7	*	-	-	-
$1 BILLION & OVER...........	6	12	13.3	11.6	13.3	15.0	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region VI East-South Central

Alabama
Kentucky
Mississippi
Tennessee
West Virginia

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS....................	79	1	$84.4	$53.0	$72.1	$100.0	35	1	$17.0	$95.6
UNDER $50 MILLION............	17	1	51.3	44.0	49.6	60.0	8	1	4.8	61.6
$50-99 MILLION...............	25	1	71.1	60.0	68.4	78.1	13	1	26.5	101.7
$100-249 MILLION.............	26	1	85.9	72.1	80.6	107.1	10	1	15.9	96.9
$250-499 MILLION.............	7	1	128.6	112.1	132.1	140.2	3	1	16.4	141.8
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	1	243.7	216.2	240.1	275.1	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS....................	41	1	56.8	40.0	50.0	65.1	16	1	4.6	48.0
UNDER $50 MILLION............	6	1	40.1	34.0	40.6	48.5	*	-	-	-
$50-99 MILLION...............	12	1	49.6	37.8	47.7	62.2	6	1	5.5	49.9
$100-249 MILLION.............	13	1	50.9	37.0	46.0	64.1	4	1	2.2	41.9
$250-499 MILLION.............	6	1	65.2	51.5	66.8	75.1	4	1	7.1	60.1
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	1	115.0	62.5	119.6	163.1	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS....................	50	1	56.0	35.2	50.0	70.0	19	1	4.1	51.2
UNDER $50 MILLION............	8	1	31.5	20.0	30.9	41.8	4	1	1.4	40.1
$50-99 MILLION...............	17	1	41.9	31.5	35.2	52.5	6	1	4.6	46.7
$100-249 MILLION.............	15	1	59.0	44.7	50.0	78.5	5	1	4.5	55.6
$250-499 MILLION.............	6	1	75.4	63.0	75.3	90.1	4	1	6.1	67.4
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS....................	6	1	40.1	35.0	38.1	60.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	3	2	42.1	37.2	38.9	60.0	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS....................	4	1	35.4	29.7	35.2	41.4	*	-	-	
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS....................	34	1	35.1	23.0	32.5	42.5	11	1	3.2	33.7
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	8	1	25.3	17.8	21.8	31.6	3	1	4.4	27.2
$100-249 MILLION.............	13	1	31.8	25.6	29.0	36.5	4	1	3.9	38.2
$250-499 MILLION.............	6	1	39.3	36.5	39.5	42.5	3	1	2.2	33.2
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	1	64.4	45.0	56.0	92.0	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
203 ACCOUNTANT										
ALL BANKS	20	2	$22.3	$17.8	$21.4	$30.2	7	1	$3.0	$28.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	23.3	17.5	22.9	30.1	*	-	-	-
$250-499 MILLION	5	2	22.4	18.6	21.1	21.7	3	1	3.1	32.6
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS	13	1	42.3	32.5	41.4	46.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	37.2	22.3	33.0	56.4	*	-	-	-
$250-499 MILLION	3	1	35.7	28.1	34.0	45.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS	15	1	20.9	17.0	20.3	22.8	5	1	1.9	21.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	20.5	19.2	20.3	22.0	*	-	-	-
$100-249 MILLION	7	1	21.0	16.0	19.4	22.8	3	1	1.6	20.8
$250-499 MILLION	3	1	22.9	17.0	24.8	25.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS	39	2	14.5	12.9	14.4	16.0	7	1	1.3	15.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	9	1	14.5	13.5	14.1	15.8	3	1	1.9	15.7
$100-249 MILLION	18	1	14.2	12.9	13.6	16.0	*	-	-	-
$250-499 MILLION	6	3	14.8	14.3	15.3	16.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	6	14.8	11.3	15.3	16.0	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS	29	1	12.1	10.6	11.9	13.3	6	1	1.1	14.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	9	1	13.8	11.4	14.0	16.1	4	1	1.5	15.8
$100-249 MILLION	12	1	11.5	9.8	11.7	12.8	*	-	-	-
$250-499 MILLION	4	2	12.2	10.3	12.0	13.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS	52	1	28.2	19.0	25.7	33.2	17	1	2.2	26.1
UNDER $50 MILLION	3	1	17.8	13.0	17.5	22.8	*	-	-	-
$50-99 MILLION	16	1	23.1	17.4	22.3	28.7	8	1	2.3	23.4
$100-249 MILLION	21	1	26.2	19.2	24.0	33.0	5	1	2.0	28.8
$250-499 MILLION	7	1	32.5	28.0	32.4	35.0	3	1	3.4	37.3
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	2	49.8	36.0	50.6	61.3	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
302 COMPLIANCE OFFICER										
ALL BANKS....................	29	1	$23.0	$17.4	$21.8	$26.0	7	1	$2.1	$22.0
UNDER $50 MILLION...........	3	1	26.4	17.5	18.1	43.5	*	-	-	-
$50-99 MILLION..............	10	1	21.8	17.2	19.5	26.0	*	-	-	-
$100-249 MILLION............	10	1	22.8	19.5	21.9	27.0	*	-	-	-
$250-499 MILLION............	4	1	24.8	17.7	22.5	34.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	28	3	19.0	14.6	17.0	19.6	5	2	1.5	17.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	15.8	13.1	16.4	17.1	*	-	-	-
$100-249 MILLION............	12	1	16.0	13.5	15.8	17.1	*	-	-	-
$250-499 MILLION............	7	3	17.4	14.0	17.2	19.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	7	21.9	18.7	22.5	23.0	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS....................	48	1	51.3	41.5	49.8	59.8	24	1	5.6	54.4
UNDER $50 MILLION...........	7	1	33.1	26.5	31.0	40.8	4	1	1.3	29.7
$50-99 MILLION..............	14	1	42.5	34.0	43.5	46.2	6	1	5.7	46.3
$100-249 MILLION............	19	1	54.9	49.6	53.0	59.2	9	1	6.3	60.3
$250-499 MILLION............	5	1	66.0	61.5	67.2	69.1	5	1	8.2	74.0
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	30	1	23.5	18.4	22.8	27.4	6	1	1.5	22.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	20.8	15.5	22.6	23.7	*	-	-	-
$100-249 MILLION............	13	1	25.2	20.5	22.3	31.5	3	1	1.1	19.9
$250-499 MILLION............	3	1	29.2	25.5	27.4	36.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	16	1	33.9	20.0	32.4	43.8	4	1	2.3	26.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	5	1	26.7	19.2	22.2	27.8	*	-	-	-
$100-249 MILLION............	8	1	31.9	20.6	32.9	39.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	3	2	41.9	36.0	41.2	50.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	7	1	32.4	19.0	24.3	52.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	44.9	18.7	52.0	64.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	17	1	22.5	17.0	24.2	28.0	4	1	$1.2	$17.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	19.7	15.9	17.0	24.0	*	-	-	-
$100-249 MILLION	6	1	20.8	12.5	23.0	28.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	3	25.3	24.2	28.0	30.4	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	7	1	16.7	14.7	15.3	18.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	2	16.1	14.5	14.7	18.2	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	14	1	35.7	25.8	35.4	42.0	3	1	1.1	26.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	26.6	16.2	26.6	34.8	*	-	-	-
$100-249 MILLION	3	1	48.2	36.7	53.0	55.0	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	24	2	31.1	25.3	29.9	35.0	8	2	3.5	33.8
UNDER $50 MILLION	4	2	27.5	22.1	25.7	33.5	*	-	-	-
$50-99 MILLION	14	2	28.9	25.2	29.0	32.0	7	3	3.4	30.4
$100-249 MILLION	4	3	36.1	29.9	39.8	45.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS	27	3	$26.0	$17.1	$24.5	$30.0	8	2	$2.0	$29.2
UNDER $50 MILLION	4	1	18.7	14.3	16.3	25.5	*	-	-	-
$50-99 MILLION	11	2	20.5	16.8	18.0	24.5	3	1	1.2	25.7
$100-249 MILLION	9	3	30.1	26.6	30.0	32.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS	24	2	19.4	15.9	18.7	20.4	6	2	2.0	21.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	12	2	18.4	14.5	16.1	21.5	4	2	1.8	19.8
$100-249 MILLION	8	3	20.7	18.3	19.9	20.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS	37	2	13.9	12.6	14.1	15.5	14	1	1.0	15.7
UNDER $50 MILLION	9	1	13.6	11.8	14.3	15.5	3	1	.8	15.7
$50-99 MILLION	13	2	13.8	13.3	13.8	15.0	6	1	1.0	14.2
$100-249 MILLION	11	3	13.9	12.6	14.5	17.6	3	2	.9	17.5
$250-499 MILLION	3	8	14.0	12.3	14.0	14.7	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS	20	3	12.4	9.8	11.0	13.2	8	2	1.0	13.7
UNDER $50 MILLION	3	1	10.9	10.6	11.0	11.0	*	-	-	-
$50-99 MILLION	9	1	11.1	9.0	10.6	11.3	3	2	1.3	12.7
$100-249 MILLION	5	4	12.4	12.0	12.2	12.8	*	-	-	-
$250-499 MILLION	3	7	13.3	8.3	13.4	16.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS	37	3	12.5	11.3	12.8	13.5	12	3	.9	13.6
UNDER $50 MILLION	9	1	12.0	10.0	11.3	13.6	*	-	-	-
$50-99 MILLION	14	3	12.5	11.6	12.7	13.0	6	2	1.1	13.8
$100-249 MILLION	13	4	12.7	12.2	12.8	13.8	3	4	.7	13.4
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS	23	1	37.8	29.5	36.0	48.8	7	1	3.1	27.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	32.0	24.5	30.8	36.0	*	-	-	-
$100-249 MILLION	10	1	36.7	26.6	31.5	50.6	*	-	-	-
$250-499 MILLION	4	1	39.6	33.3	38.9	46.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS	9	1	$33.7	$29.0	$30.0	$32.9	5	1	$2.9	$47.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	29.0	25.0	29.2	32.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS	19	1	23.2	19.3	21.2	27.4	6	1	2.1	20.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	23.5	19.5	22.6	28.4	*	-	-	-
$100-249 MILLION	11	1	21.6	17.0	21.2	27.4	5	2	2.1	20.8
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS	11	4	21.4	16.7	19.0	21.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	24.1	14.9	19.7	30.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS	17	1	12.3	10.0	11.4	15.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	14.2	10.7	13.4	18.7	*	-	-	-
$100-249 MILLION	9	1	11.5	9.8	11.4	12.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS	20	4	14.6	11.0	12.9	15.0	4	1	.5	12.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	3	2	11.1	9.4	9.6	17.5	*	-	-	-
$100-249 MILLION	9	2	12.2	11.1	11.8	13.0	*	-	-	-
$250-499 MILLION	3	3	14.1	12.7	14.2	15.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	11	16.9	15.1	17.3	19.0	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS	23	1	50.4	35.0	51.5	58.5	7	1	4.4	50.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	13	1	45.7	33.0	46.0	57.0	3	1	2.7	50.2
$250-499 MILLION	4	1	60.0	50.2	57.5	75.0	3	2	8.4	60.7
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS..................	23	2	$40.4	$32.9	$41.5	$45.7	8	1	$4.5	$41.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	27.3	25.9	27.0	29.0	*	-	-	-
$100-249 MILLION............	9	2	38.4	34.7	37.4	45.1	4	2	4.7	45.1
$250-499 MILLION............	5	1	39.8	40.4	41.5	46.5	3	1	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS..................	15	3	36.2	30.9	35.8	37.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	8	3	35.6	28.1	35.8	37.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	6	37.8	35.8	37.0	41.5	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS..................	15	2	26.4	19.7	22.9	27.5	3	2	.7	20.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	8	1	21.5	16.9	21.2	25.5	*	-	-	-
$250-499 MILLION............	3	2	25.6	21.7	24.2	26.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS..................	19	2	13.3	12.0	13.4	14.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	2	12.5	10.5	12.6	12.9	*	-	-	-
$250-499 MILLION............	4	2	14.2	13.6	14.3	15.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS..................	12	3	14.4	12.3	13.7	16.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	2	14.1	10.8	13.2	15.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS..................	28	1	35.7	29.5	37.3	40.5	11	1	3.3	34.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	26.5	18.9	21.4	39.1	*	-	-	-
$100-249 MILLION............	15	1	36.3	30.3	34.5	42.8	5	1	3.2	36.6
$250-499 MILLION............	5	1	39.4	38.3	39.3	40.5	4	1	4.3	48.3
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF INCUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # INCUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS....................	14	2	$28.4	$26.1	$29.2	$35.5	3	1	$1.6	$35.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	2	26.9	16.7	30.1	37.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS....................	21	2	26.3	22.0	24.8	27.8	4	1	1.6	20.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	23.1	22.5	22.5	26.2	*	-	-	-
$100-249 MILLION............	10	2	27.2	19.3	24.8	28.8	*	-	-	-
$250-499 MILLION............	3	1	24.9	24.5	24.8	25.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS....................	22	2	17.9	16.2	17.5	19.7	5	1	.7	17.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	17.4	16.2	17.0	18.0	*	-	-	-
$100-249 MILLION............	11	2	17.5	16.2	17.4	19.7	3	1	1.0	18.5
$250-499 MILLION............	3	2	18.6	16.2	18.5	19.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS....................	31	1	22.4	16.9	21.0	26.7	6	1	1.0	16.7
UNDER $50 MILLION...........	3	1	13.7	11.5	14.0	15.6	*	-	-	-
$50-99 MILLION..............	8	1	20.5	14.0	22.5	25.4	*	-	-	-
$100-249 MILLION............	11	1	24.2	19.0	20.3	26.9	*	-	-	-
$250-499 MILLION............	5	1	20.7	14.6	20.2	21.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	29.1	26.7	30.0	30.6	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS....................	34	2	15.1	12.2	14.7	17.3	7	1	1.6	19.7
UNDER $50 MILLION...........	3	1	16.0	13.5	17.2	17.3	*	-	-	-
$50-99 MILLION..............	8	2	13.7	11.3	12.9	16.3	*	-	-	-
$100-249 MILLION............	13	2	15.6	12.2	15.4	18.6	*	-	-	-
$250-499 MILLION............	6	3	14.0	11.4	13.5	15.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS....................	21	2	12.8	12.0	12.6	13.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	12.3	11.3	12.6	13.1	*	-	-	-
$100-249 MILLION............	9	2	13.1	12.0	12.6	14.8	*	-	-	-
$250-499 MILLION............	4	4	13.0	12.7	13.6	16.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS....................	20	3	$12.1	$10.5	$11.7	$13.4	4	1	$0.9	$12.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	2	12.3	10.2	11.0	12.6	*	-	-	-
$250-499 MILLION............	4	6	12.2	11.7	12.3	14.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS....................	3	1	43.8	29.3	41.7	60.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OPERATIONS										
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501 HEAD OF OPERATIONS										
ALL BANKS....................	37	1	39.1	25.0	35.5	48.4	17	1	4.1	40.5
UNDER $50 MILLION...........	7	1	22.3	15.5	20.3	26.0	5	1	1.2	24.2
$50-99 MILLION..............	6	1	27.3	22.6	27.9	32.1	*	-	-	-
$100-249 MILLION............	16	1	41.0	26.8	45.3	48.2	6	1	5.8	45.2
$250-499 MILLION............	5	1	60.0	51.0	60.6	67.1	4	1	5.1	64.7
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	3	1	57.1	33.0	67.1	71.3	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS....................	29	1	22.6	18.5	21.5	28.0	4	1	3.1	28.1
UNDER $50 MILLION...........	3	1	14.2	11.2	14.0	17.5	*	-	-	-
$50-99 MILLION..............	7	1	19.3	15.5	19.1	23.8	*	-	-	-
$100-249 MILLION............	12	1	23.0	18.6	21.2	28.5	3	1	3.3	28.3
$250-499 MILLION............	3	1	27.5	25.1	26.0	31.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	28.6	20.2	30.6	34.9	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS....................	53	1	17.5	15.6	17.2	19.1	16	1	1.2	18.0
UNDER $50 MILLION...........	9	1	15.7	15.0	15.5	17.3	3	1	.7	16.0
$50-99 MILLION..............	16	1	18.0	15.7	17.1	19.0	6	1	1.9	19.0
$100-249 MILLION............	18	1	17.0	16.0	17.1	17.8	5	1	.8	17.2
$250-499 MILLION............	6	2	18.3	16.8	18.2	20.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	20.9	19.5	19.9	24.5	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS..................	63	3	$13.3	$10.9	$12.2	$13.8	15	2	$1.1	$14.3
UNDER $50 MILLION...........	7	2	13.1	9.0	13.4	16.5	*	-	-	-
$50-99 MILLION..............	23	2	12.2	10.4	12.2	14.4	8	1	1.6	15.3
$100-249 MILLION............	23	3	11.5	10.5	12.0	12.2	3	3	.8	12.6
$250-499 MILLION............	6	3	12.6	11.4	12.6	14.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	5	13.1	12.2	13.8	15.5	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS..................	39	3	10.8	9.5	10.8	11.9	9	4	.6	11.1
UNDER $50 MILLION...........	4	1	11.6	11.0	11.7	12.8	*	-	-	-
$50-99 MILLION..............	11	3	11.3	8.8	10.4	12.2	3	2	.8	11.2
$100-249 MILLION............	16	3	10.1	9.5	10.4	11.2	4	3	.5	11.3
$250-499 MILLION............	5	4	10.9	10.4	11.2	11.9	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	3	6	11.3	10.8	11.3	12.0	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS..................	35	2	9.6	8.5	9.3	10.8	11	1	.7	11.0
UNDER $50 MILLION...........	5	1	10.7	8.7	11.3	11.5	3	1	.5	10.9
$50-99 MILLION..............	11	2	9.6	8.0	10.0	10.4	5	2	.9	11.0
$100-249 MILLION............	17	3	9.4	8.5	9.0	10.5	3	2	.6	11.4
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS..................	15	1	24.1	15.7	23.6	27.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	19.9	15.0	20.0	24.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	37.8	23.6	43.3	46.6	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS..................	23	1	16.9	13.9	15.1	17.7	8	1	1.2	16.7
UNDER $50 MILLION...........	3	1	13.0	11.5	13.5	13.9	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	16.3	13.4	16.2	17.8	3	1	.7	15.8
$250-499 MILLION............	6	1	15.5	14.6	14.8	17.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	26.3	15.2	26.2	37.6	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS..................	68	3	11.3	9.7	10.6	12.3	14	3	1.0	12.1
UNDER $50 MILLION...........	9	1	10.9	9.0	9.4	10.6	*	-	-	-
$50-99 MILLION..............	23	2	11.5	9.8	11.1	13.6	8	2	1.3	12.2
$100-249 MILLION............	24	3	11.9	9.8	10.7	12.1	3	3	.5	12.6
$250-499 MILLION............	7	5	10.4	9.7	10.6	12.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	3	10.4	10.2	10.7	11.3	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS..................	8	4	$11.4	$9.6	$11.6	$12.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	2	10.6	9.1	11.0	11.4	*	-	-	-
$250-499 MILLION............	3	3	11.2	9.0	11.9	13.4	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS..................	14	2	11.6	10.7	11.6	12.5	*	-	-	-
UNDER $50 MILLION...........	3	1	10.5	8.0	10.9	12.5	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	2	11.0	10.6	11.0	11.6	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS..................	9	1	24.5	20.7	24.4	26.0	3	1	1.5	20.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	21.3	16.5	22.0	25.5	*	-	-	-
$100-249 MILLION............	4	1	23.7	21.6	25.2	26.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS..................	9	4	17.4	15.8	19.4	21.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	16.8	15.6	15.8	19.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS..................	5	1	30.5	25.5	27.4	31.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS..................	4	1	22.5	16.4	21.1	30.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	24.9	19.5	22.6	32.5	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
516 CLERK, WIRE TRANSFER										
ALL BANKS....................	19	2	$13.8	$12.0	$13.4	$14.5	4	1	$0.7	$12.2
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	1	13.3	11.9	12.1	16.0	*	-	-	-
$100-249 MILLION.............	8	1	13.8	13.0	13.4	14.6	*	-	-	-
$250-499 MILLION.............	3	1	11.6	9.2	13.7	14.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS....................	3	1	15.8	15.0	15.5	16.4	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS....................	13	2	11.5	10.4	11.4	13.2	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	7	1	11.8	11.3	11.6	13.5	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING ---------------										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS....................	19	1	40.3	28.5	40.0	48.5	5	1	$2.7	$27.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	1	28.5	18.2	24.3	43.1	*	-	-	-
$100-249 MILLION............	5	1	36.6	31.0	33.5	42.8	*	-	-	-
$250-499 MILLION............	3	1	47.9	43.3	48.5	52.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	64.6	40.0	73.3	80.5	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS....................	9	1	34.0	23.4	36.0	38.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	29.3	21.1	29.3	37.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
603 PROGRAMMER II										
ALL BANKS....................	14	2	23.8	19.0	22.4	24.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	19.8	18.0	19.2	22.2	*	-	-	-
$250-499 MILLION............	3	2	24.6	22.2	24.3	32.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	2	25.4	22.6	22.6	30.9	*	-	-	-
604 PROGRAMMER I										
ALL BANKS....................	4	3	19.6	17.1	19.3	20.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS....................	5	2	33.6	31.0	32.3	36.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
806 SYSTEMS ANALYST										
ALL BANKS	5	2	$33.8	$29.9	$33.6	$36.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
807 DATA ENTRY										
ALL BANKS	19	3	11.7	10.6	12.0	12.7	4	2	$1.2	$13.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	2	12.9	11.9	12.8	14.2	*	-	-	-
$100-249 MILLION	9	2	11.2	10.0	11.5	12.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	9	1	30.2	17.0	28.8	34.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	15	1	23.4	15.5	20.0	28.9	4	1	1.6	23.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	14.4	11.6	14.4	17.3	*	-	-	-
$100-249 MILLION	5	1	23.9	19.0	21.3	30.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS	33	2	13.8	11.2	12.2	14.8	5	1	.8	14.2
UNDER $50 MILLION	5	1	12.1	9.7	12.8	15.0	*	-	-	-
$50-99 MILLION	6	2	12.5	11.4	11.5	13.5	*	-	-	-
$100-249 MILLION	14	2	12.2	11.1	11.8	13.0	*	-	-	-
$250-499 MILLION	4	3	14.8	11.1	13.6	17.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
RETAIL BANKING										
---------------										
701 HEAD OF RETAIL BANKING										
ALL BANKS	12	1	45.3	30.0	43.1	55.1	4	1	1.9	22.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	25.4	10.2	30.0	30.0	*	-	-	-
$100-249 MILLION	3	2	52.4	41.5	53.6	55.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS....................	7	1	$14.6	$13.2	$14.0	$18.0	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS....................	20	2	41.1	24.0	35.4	48.6	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	2	21.0	19.1	20.0	29.6	*	-	-	-
$100-249 MILLION.............	10	1	33.4	24.0	35.4	40.7	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	3	56.7	48.2	56.6	66.0	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS....................	13	2	36.9	27.3	39.6	43.3	5	1	4.4	38.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	1	29.3	22.6	28.1	37.2	*	-	-	-
$250-499 MILLION.............	4	2	40.1	29.7	43.8	51.1	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS....................	17	4	34.3	20.0	27.5	30.0	3	1	1.3	26.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	2	18.1	17.7	18.0	20.0	*	-	-	-
$100-249 MILLION.............	6	2	26.3	19.5	28.0	29.1	3	1	1.3	26.5
$250-499 MILLION.............	4	8	39.2	23.9	26.0	38.6	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS....................	54	4	22.2	17.1	21.4	25.5	17	2	1.9	23.1
UNDER $50 MILLION............	6	1	19.6	17.0	17.5	20.0	*	-	-	-
$50-99 MILLION...............	13	2	21.7	16.9	20.0	25.5	6	1	2.5	23.6
$100-249 MILLION.............	24	4	21.8	17.2	21.2	25.5	7	3	1.9	23.9
$250-499 MILLION.............	6	4	26.4	22.6	24.1	26.9	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	20	20.0	17.2	21.4	25.2	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS....................	6	3	20.2	14.9	17.3	22.0	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY			PERCENTILES			BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS....................	8	6	$23.5	$18.4	$21.0	$23.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS....................	27	2	17.1	14.6	17.3	21.9	5	1	1.5	17.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	14.3	13.5	15.7	16.5	4	1	1.8	16.8
$100-249 MILLION............	12	3	16.5	14.6	17.2	19.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS....................	11	1	27.0	17.4	22.0	31.0	5	1	1.5	20.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	19.0	15.6	19.5	22.0	*	-	-	-
$250-499 MILLION............	3	1	26.6	17.4	31.0	31.3	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS....................	8	2	28.6	21.0	27.9	31.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	2	26.2	22.0	27.9	29.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS....................	28	3	15.7	14.2	15.6	17.3	11	2	2.2	19.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	17.2	16.4	17.8	18.5	5	1	2.5	21.9
$100-249 MILLION............	9	2	14.3	13.1	13.6	14.4	*	-	-	-
$250-499 MILLION............	4	4	15.7	15.6	15.6	16.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS....................	57	5	13.2	11.5	12.2	13.7	16	7	1.1	15.7
UNDER $50 MILLION...........	5	1	12.8	11.7	12.7	13.5	*	-	-	-
$50-99 MILLION..............	17	2	12.8	11.5	12.5	14.8	7	3	1.6	16.4
$100-249 MILLION............	24	4	12.4	11.0	11.9	13.6	4	6	1.0	16.1
$250-499 MILLION............	7	7	13.5	11.8	13.2	14.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	25	14.6	11.6	13.6	15.4	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS..................	27	1	$11.9	$10.6	$11.9	$14.0	7	1	$0.8	$12.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	8	1	12.4	10.7	11.6	12.8	*	-	-	-
$100-249 MILLION............	10	1	11.1	9.6	11.5	14.0	*	-	-	-
$250-499 MILLION............	6	1	12.8	11.0	12.6	14.0	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS..................	9	2	25.3	17.5	24.9	28.9	*	-	-	-
UNDER $50 MILLION...........	3	1	22.4	15.6	17.5	34.0	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS..................	27	2	17.4	14.3	17.7	19.9	6	2	.8	20.6
UNDER $50 MILLION...........	5	1	15.6	12.0	17.2	17.7	*	-	-	-
$50-99 MILLION..............	5	1	17.6	13.4	15.6	17.9	3	1	.8	23.6
$100-249 MILLION............	12	2	16.6	14.4	17.6	19.5	*	-	-	-
$250-499 MILLION............	4	2	19.4	17.6	19.0	23.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
717 TELLER, HEAD										
ALL BANKS..................	60	5	14.2	12.9	14.3	15.8	14	5	.9	15.6
UNDER $50 MILLION...........	10	2	13.3	12.4	14.0	14.5	4	2	.5	14.0
$50-99 MILLION..............	20	2	14.1	12.8	15.5	16.0	4	2	2.0	17.5
$100-249 MILLION............	19	4	13.6	11.9	13.7	15.7	3	3	.8	16.3
$250-499 MILLION............	7	5	13.9	13.7	14.3	15.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
718 TELLER II										
ALL BANKS..................	73	13	11.7	10.8	11.5	12.5	17	12	.8	12.9
UNDER $50 MILLION...........	15	4	11.6	10.5	12.5	12.9	5	3	.8	13.0
$50-99 MILLION..............	22	8	11.1	10.7	11.2	12.0	5	7	1.1	13.1
$100-249 MILLION............	25	14	11.4	10.7	11.2	11.9	4	15	.7	13.1
$250-499 MILLION............	6	20	11.7	11.3	11.7	12.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	33	12.9	12.0	13.0	13.0	*	-	-	-
719 TELLER I										
ALL BANKS..................	57	12	10.1	8.6	9.4	10.4	13	11	.5	10.6
UNDER $50 MILLION...........	11	2	9.4	8.0	8.3	10.9	4	2	.5	10.7
$50-99 MILLION..............	16	4	10.0	8.8	9.5	10.4	4	2	.4	9.5
$100-249 MILLION............	20	11	9.8	8.9	9.5	10.0	*	-	-	-
$250-499 MILLION............	6	23	9.6	9.1	9.4	10.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	78	11.2	10.5	11.1	11.8	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
720 TELLER, ATM										
ALL BANKS	9	2	$10.7	$10.9	$12.3	$12.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	3	1	12.8	12.7	12.7	13.0	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	32	2	12.4	11.1	12.3	13.4	4	2	.5	13.3
UNDER $50 MILLION	4	2	12.2	10.6	13.0	14.6	*	-	-	-
$50-99 MILLION	10	2	12.7	10.7	12.0	13.8	*	-	-	-
$100-249 MILLION	11	3	11.6	11.0	11.6	12.8	*	-	-	-
$250-499 MILLION	5	3	13.4	13.1	13.2	14.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
722 TELLER, VAULT										
ALL BANKS	22	2	11.9	11.0	11.8	13.5	3	1	.7	11.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	2	12.1	11.0	11.9	13.7	*	-	-	-
$250-499 MILLION	4	2	12.1	10.0	11.4	17.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS	52	8	10.9	8.3	9.8	10.7	11	6	.4	10.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	16	4	9.1	8.3	9.5	10.4	4	4	.4	11.5
$100-249 MILLION	24	6	9.8	8.8	9.5	10.6	4	7	.5	10.7
$250-499 MILLION	6	18	11.9	10.2	11.6	13.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS	9	4	12.5	10.	12.7	14.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	4	12.9	12.	13.5	14.5	*	-	-	-
$250-499 MILLION	3	5	12.1	9.	12.6	14.5	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS	30	1	51.9	45.0	48.5	57.5	10	1	6.7	58.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	8	1	48.4	46.2	49.0	52.0	3	1	4.1	50.4
$100-249 MILLION	15	1	46.4	37.0	46.8	54.1	4	1	7.6	55.6
$250-499 MILLION	5	1	56.5	46.9	57.5	59.0	3	1	7.3	67.0
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS....................	15	1	$39.1	$24.5	$40.3	$51.0	5	1	$3.6	$43.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	25.3	16.1	24.9	35.1	*	-	-	-
$100-249 MILLION............	6	1	39.0	24.5	44.7	50.0	3	1	3.4	50.2
$250-499 MILLION............	3	1	42.3	30.6	40.3	56.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS....................	10	1	40.0	28.6	34.7	45.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	1	30.2	28.4	28.6	33.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS....................	14	2	29.5	25.6	29.6	33.3	4	2	2.5	30.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	2	27.5	21.6	27.9	31.1	3	2	1.9	28.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS....................	16	1	22.0	16.6	21.2	24.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	19.1	15.6	19.0	22.7	*	-	-	-
$100-249 MILLION............	5	1	19.0	16.1	18.0	22.1	*	-	-	-
$250-499 MILLION............	4	2	26.3	23.1	24.9	34.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS....................	4	2	36.7	22.8	38.3	46.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS....................	3	2	22.2	19.2	23.0	25.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
808 SECURITIES ANALYST										
ALL BANKS	3	1	$17.6	$15.0	$17.2	$20.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS	20	1	25.8	18.5	23.0	29.1	4	1	2.8	24.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	25.4	19.2	22.0	28.4	*	-	-	-
$250-499 MILLION	5	1	21.9	15.6	23.7	25.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS	32	2	12.8	11.4	13.4	14.6	7	2	.9	14.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	9	2	13.2	11.4	14.0	14.4	*	-	-	-
$100-249 MILLION	15	2	12.2	10.8	12.6	15.0	3	2	.8	14.5
$250-499 MILLION	6	4	12.7	11.2	13.0	13.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES ---------------										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS	38	1	34.1	25.0	31.3	41.0	11	1	2.8	29.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	1	30.6	19.4	28.5	36.4	*	-	-	-
$100-249 MILLION	17	1	33.3	26.0	32.2	34.4	5	1	2.9	34.0
$250-499 MILLION	7	1	35.9	26.8	30.7	43.5	3	1	1.8	20.8
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	3	1	51.2	25.0	51.8	76.8	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS	15	1	23.3	16.5	19.5	27.4	4	1	1.0	20.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	1	23.5	16.5	19.5	27.4	3	1	1.3	20.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS	24	1	16.8	12.9	16.6	20.2	3	1	1.0	18.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	6	1	18.4	16.5	19.5	20.1	*	-	-	-
$100-249 MILLION	8	1	15.4	11.1	13.2	20.3	*	-	-	-
$250-499 MILLION	7	1	17.1	12.8	16.7	20.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS....................	10	1	$18.9	$15.9	$18.0	$21.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	1	17.1	15.9	17.0	19.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	7	3	16.5	15.3	16.2	16.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	2	16.0	14.0	15.8	16.7	*	-	-	-
$250-499 MILLION............	3	1	15.8	15.3	16.2	16.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	31	1	34.1	22.0	30.5	46.8	10	1	2.1	27.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	31.4	20.8	26.7	46.8	*	-	-	-
$100-249 MILLION............	17	1	26.6	21.5	26.0	31.8	5	1	1.4	22.7
$250-499 MILLION............	6	1	40.4	28.0	36.8	49.8	3	1	1.6	19.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	58.8	50.6	57.5	68.4	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS....................	21	1	17.6	11.8	16.0	20.0	3	1	1.5	15.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	17.4	11.5	16.5	25.2	*	-	-	-
$100-249 MILLION............	9	1	17.2	11.6	14.6	16.4	*	-	-	-
$250-499 MILLION............	5	1	17.2	15.9	17.3	17.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS....................	24	1	21.5	17.5	19.7	25.0	3	1	2.2	24.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	19.9	14.6	20.0	25.0	*	-	-	-
$100-249 MILLION............	12	1	20.8	16.4	18.5	24.6	*	-	-	-
$250-499 MILLION............	5	1	23.3	17.5	19.3	24.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	18	1	25.9	18.3	20.5	35.9	4	1	1.2	19.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	1	23.5	18.3	19.3	25.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	1	41.9	21.0	51.6	53.0	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS....................	4	3	$14.0	$13.3	$13.9	$16.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS....................	27	1	13.1	10.9	11.8	16.5	6	1	.9	13.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	6	1	12.5	11.3	11.9	12.9	*	-	-	-
$100-249 MILLION............	12	1	13.7	11.0	12.3	17.2	*	-	-	-
$250-499 MILLION............	5	2	11.4	9.9	11.1	12.2	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	3	2	16.0	11.8	17.3	20.8	*	-	-	-
954 CUSTODIAN										
ALL BANKS....................	27	2	10.5	8.8	10.4	12.5	7	2	.9	11.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	13	2	11.2	9.4	10.4	16.0	5	2	.8	10.1
$100-249 MILLION............	8	2	9.7	8.3	10.9	13.9	*	-	-	-
$250-499 MILLION............	4	3	10.0	8.2	9.0	10.8	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
955 MESSENGER/COURIER										
ALL BANKS....................	36	2	10.3	9.3	10.6	11.7	8	1	.7	11.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	8	1	11.6	9.1	11.5	13.5	3	1	.7	10.1
$100-249 MILLION............	18	2	9.9	9.4	10.5	11.2	3	2	.6	11.7
$250-499 MILLION............	7	2	9.6	8.9	9.8	10.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES ---------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS....................	34	3	18.5	15.8	17.3	20.1	9	1	1.1	20.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	8	1	17.2	15.4	16.1	19.2	*	-	-	-
$100-249 MILLION............	16	2	17.3	15.2	17.3	19.6	4	1	1.2	20.4
$250-499 MILLION............	5	1	20.6	19.0	20.6	21.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS....................	54	2	15.7	12.7	14.9	19.3	11	1	1.4	17.0
UNDER $50 MILLION...........	5	1	17.0	14.8	18.1	19.5	*	-	-	-
$50-99 MILLION...............	17	1	15.7	13.3	15.0	18.2	4	1	2.9	20.8
$100-249 MILLION............	20	2	13.8	12.0	13.6	15.3	4	2	.9	15.5
$250-499 MILLION............	7	2	16.7	14.5	15.7	21.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	3	3	19.9	19.5	19.7	20.9	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	29	4	$12.8	$11.2	$12.1	$13.1	3	1	$1.6	$16.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	12.3	11.2	11.9	13.9	*	-	-	-
$100-249 MILLION	15	3	12.0	11.2	12.2	13.0	*	-	-	-
$250-499 MILLION	3	5	12.3	9.6	12.1	13.2	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS	12	11	11.2	10.1	10.9	11.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	4	10.1	9.9	10.1	11.1	*	-	-	-
$250-499 MILLION	3	10	12.3	10.7	12.0	12.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	14	3	10.0	8.1	9.4	11.3	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	2	8.7	7.9	8.9	10.9	*	-	-	-
$100-249 MILLION	4	3	10.2	8.0	10.9	12.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	7	10	13.3	12.8	13.2	14.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	4	12.4	11.8	12.8	13.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	5	7	13.5	12.4	12.4	15.1	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS	17	1	10.2	8.7	10.2	11.5	3	1	.4	10.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	10.4	8.3	10.7	11.7	*	-	-	-
$250-499 MILLION	5	1	9.4	8.7	9.9	10.2	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	9	2	$13.3	$12.0	$12.9	$15.3	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	5	1	11.7	11.2	12.4	13.6	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	50	1	10.6	9.5	10.5	11.9	11	1	.8	12.1
UNDER $50 MILLION............	4	1	10.2	9.3	9.6	11.8	*	-	-	-
$50-99 MILLION...............	16	1	10.8	9.6	10.4	11.9	6	1	1.0	12.5
$100-249 MILLION.............	20	1	9.8	8.9	10.2	10.9	3	1	.7	12.3
$250-499 MILLION.............	6	1	11.5	10.7	11.0	12.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	3	4	11.4	9.4	13.5	14.0	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	14	2	11.6	10.2	11.5	12.0	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	1	12.3	10.5	11.6	14.7	*	-	-	-
$100-249 MILLION.............	4	2	11.1	10.1	10.7	11.7	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region VII West-North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	148	1	$83.1	$52.9	$75.0	$100.1	111	1	$15.8	$96.1
UNDER $50 MILLION	61	1	58.1	46.0	52.0	67.5	43	1	9.5	65.7
$50-99 MILLION	35	1	77.6	59.5	75.7	90.0	27	1	13.1	92.6
$100-249 MILLION	40	1	103.9	90.0	100.1	120.1	30	1	24.1	125.4
$250-499 MILLION	8	1	130.7	103.2	124.8	163.4	7	1	38.2	161.2
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	54	1	54.2	41.5	50.1	67.4	41	1	9.2	65.3
UNDER $50 MILLION	12	1	38.2	33.0	38.0	44.8	11	1	6.5	45.5
$50-99 MILLION	8	1	46.8	34.7	46.0	54.4	6	1	4.6	52.9
$100-249 MILLION	22	1	53.8	42.5	52.2	65.1	12	1	12.5	71.7
$250-499 MILLION	8	1	69.5	56.3	67.6	79.3	8	1	11.4	79.8
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS	72	1	57.9	38.3	52.6	71.6	53	1	7.8	65.7
UNDER $50 MILLION	23	1	39.2	28.3	37.5	47.3	19	1	6.3	44.0
$50-99 MILLION	16	1	48.4	36.8	48.8	54.4	11	1	6.4	54.9
$100-249 MILLION	25	1	68.7	57.5	70.0	74.6	16	1	8.3	77.5
$250-499 MILLION	6	1	79.3	75.1	82.1	85.1	5	1	10.7	90.2
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS	11	1	54.4	40.3	45.0	71.0	7	1	3.8	53.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	7	1	42.4	33.0	45.0	50.4	3	1	3.3	45.0
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	3	1	45.6	40.0	40.0	57.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS	49	1	35.7	29.6	34.2	40.0	23	1	3.2	38.7
UNDER $50 MILLION	7	1	28.8	24.2	30.6	32.0	4	1	1.5	28.1
$50-99 MILLION	10	1	31.1	27.3	29.1	33.0	5	1	3.7	38.4
$100-249 MILLION	21	1	35.6	32.0	35.4	40.0	9	1	3.9	42.6
$250-499 MILLION	7	1	42.5	34.2	39.5	50.5	4	1	3.7	44.2
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
203 ACCOUNTANT										
ALL BANKS..................	22	2	$23.8	$20.4	$23.1	$25.4	7	1	$1.0	$27.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	22.7	20.0	23.5	24.6	*	-	-	-
$100-249 MILLION............	13	1	24.6	20.6	24.8	27.0	4	1	.7	31.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS..................	15	1	41.6	32.3	40.0	51.4	7	1	3.6	46.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	35.3	22.0	40.0	44.0	3	1	2.9	38.2
$100-249 MILLION............	9	1	41.0	32.3	38.5	51.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS..................	27	1	24.6	19.9	24.0	28.0	11	1	1.1	24.1
UNDER $50 MILLION...........	3	1	17.6	16.2	16.6	20.0	*	-	-	-
$50-99 MILLION..............	3	1	26.2	24.2	26.5	28.0	*	-	-	-
$100-249 MILLION............	12	1	23.8	21.2	23.7	27.5	5	1	1.2	25.3
$250-499 MILLION............	5	1	21.4	17.7	19.4	21.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS..................	57	2	14.7	13.1	14.8	16.5	13	2	.9	15.1
UNDER $50 MILLION...........	6	1	13.1	12.0	12.6	14.9	*	-	-	-
$50-99 MILLION..............	12	2	14.6	13.0	14.4	16.1	3	2	.7	15.6
$100-249 MILLION............	27	2	14.5	13.2	14.8	16.8	8	2	1.1	15.5
$250-499 MILLION............	8	2	15.4	13.8	16.3	17.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS..................	40	2	12.8	11.4	12.5	14.4	9	1	.5	13.4
UNDER $50 MILLION...........	4	2	13.1	12.3	13.1	16.2	3	1	.4	14.8
$50-99 MILLION..............	6	1	13.0	12.0	13.0	14.5	*	-	-	-
$100-249 MILLION............	21	2	12.8	11.0	13.5	14.4	3	2	.6	14.5
$250-499 MILLION............	5	1	10.4	8.9	10.8	14.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL -------------										
301 AUDITOR										
ALL BANKS..................	64	1	27.9	21.0	26.9	32.6	29	1	1.5	28.0
UNDER $50 MILLION...........	5	1	24.9	20.0	22.0	31.0	3	1	1.6	26.5
$50-99 MILLION..............	15	1	23.2	18.8	24.0	27.4	8	1	1.2	24.3
$100-249 MILLION............	32	1	27.7	20.8	26.8	31.4	13	1	1.2	26.1
$250-499 MILLION............	8	1	36.2	31.1	36.0	42.6	3	1	2.9	32.9
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS..................	20	1	$28.5	$20.4	$26.2	$34.0	10	1	$1.7	$26.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	24.7	20.3	20.6	30.4	5	1	1.3	24.6
$100-249 MILLION............	9	1	25.7	19.0	25.2	31.7	4	1	2.6	30.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
303-AUDITOR, STAFF/ASSISTANT										
ALL BANKS..................	29	1	18.5	15.5	18.0	19.6	10	1	.8	19.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	6	1	15.4	13.9	15.1	17.2	3	1	.4	19.9
$100-249 MILLION............	12	1	19.4	15.8	19.3	20.8	4	1	1.2	21.4
$250-499 MILLION............	7	1	18.8	17.2	17.9	19.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS..................	83	1	53.7	43.0	50.6	63.6	51	1	7.9	62.3
UNDER $50 MILLION...........	20	1	40.4	35.3	41.5	46.9	12	1	3.0	40.7
$50-99 MILLION..............	24	1	50.5	44.1	49.5	55.8	15	1	4.9	56.3
$100-249 MILLION............	31	1	61.4	51.0	61.4	68.0	17	1	12.9	76.1
$250-499 MILLION............	6	1	64.0	51.9	65.0	71.1	5	1	11.5	76.9
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS..................	41	1	24.8	19.4	21.8	30.0	17	1	2.7	29.1
UNDER $50 MILLION...........	11	1	23.4	16.6	21.6	34.0	7	1	4.0	32.5
$50-99 MILLION..............	4	1	26.9	16.8	20.5	43.5	*	-	-	-
$100-249 MILLION............	22	1	24.4	19.4	21.5	28.8	9	1	1.3	24.0
$250-499 MILLION............	3	1	30.5	27.0	30.0	34.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS..................	26	1	33.3	29.2	33.5	38.5	11	1	3.4	41.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	32.0	21.0	25.0	50.0	*	-	-	-
$100-249 MILLION............	13	1	32.6	30.0	33.0	36.0	5	2	2.7	39.4
$250-499 MILLION............	6	1	33.4	31.0	34.4	35.1	3	1	5.4	39.1
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS..................	12	1	44.7	32.9	41.2	52.8	5	1	5.3	55.8
UNDER $50 MILLION...........	*	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	40.3	36.3	38.7	42.3	*	-	-	-
$250-499 MILLION............	3	1	53.0	29.0	49.0	81.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	32	1	23.7	17.3	22.2	28.0	13	1	1.3	27.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	22.9	17.9	22.0	27.5	6	1	1.2	24.4
$100-249 MILLION	18	1	24.1	18.0	23.5	28.0	6	1	1.7	33.7
$250-499 MILLION	3	1	24.3	16.1	22.4	36.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	21	2	19.2	16.5	18.5	21.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	18.0	13.1	18.8	22.0	*	-	-	-
$100-249 MILLION	13	1	18.1	16.5	17.8	19.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	17	1	40.9	35.0	40.5	46.0	13	1	7.4	49.7
UNDER $50 MILLION	5	1	31.5	25.2	35.0	35.4	5	1	4.8	34.6
$50-99 MILLION	5	1	40.1	36.9	43.3	44.0	3	1	15.2	56.5
$100-249 MILLION	6	1	43.2	36.4	45.8	46.2	4	1	6.1	50.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	40	1	36.9	29.0	37.1	42.0	24	1	2.8	37.9
UNDER $50 MILLION	17	1	31.5	26.5	30.2	38.4	13	1	2.2	32.8
$50-99 MILLION	10	2	37.5	35.5	40.0	42.0	6	2	2.3	41.3
$100-249 MILLION	12	2	41.4	31.9	39.7	49.9	4	1	5.8	47.8
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
411 LOAN OFFICER II										
ALL BANKS..................	44	1	$30.0	$23.8	$27.8	$33.6	27	1	$2.4	$31.3
UNDER $50 MILLION...........	22	1	27.8	24.0	27.5	32.5	17	1	2.5	29.7
$50-99 MILLION.............	9	2	29.6	24.0	29.4	36.5	5	2	3.0	34.9
$100-249 MILLION............	12	2	32.5	22.9	27.3	33.6	4	1	1.3	28.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS..................	28	1	22.4	18.0	22.0	25.4	17	1	2.2	23.1
UNDER $50 MILLION...........	14	1	23.7	18.9	22.3	27.0	11	1	2.9	25.8
$50-99 MILLION.............	6	1	20.0	18.0	19.0	24.4	4	1	1.4	18.8
$100-249 MILLION............	7	2	21.8	15.4	22.5	25.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS..................	43	2	14.0	11.5	13.3	16.1	18	2	.9	14.1
UNDER $50 MILLION...........	18	2	12.9	11.2	12.1	15.9	10	1	1.0	13.7
$50-99 MILLION.............	14	2	14.5	12.6	14.6	16.9	4	2	1.1	13.2
$100-249 MILLION............	11	3	14.5	11.9	13.5	16.4	4	4	.6	16.2
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS..................	28	1	12.9	11.3	12.8	14.1	4	1	1.3	12.8
UNDER $50 MILLION...........	11	1	12.3	11.0	12.1	13.6	3	1	1.1	12.5
$50-99 MILLION.............	10	1	12.7	11.1	13.0	13.8	*	-	-	-
$100-249 MILLION............	6	2	13.4	12.5	13.3	15.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS..................	53	2	12.7	11.0	12.9	14.3	17	2	.6	13.8
UNDER $50 MILLION...........	17	1	11.8	10.0	11.8	13.2	8	1	.5	12.7
$50-99 MILLION.............	16	2	12.9	11.0	13.1	14.8	3	1	.7	12.7
$100-249 MILLION............	17	4	13.0	11.6	13.6	14.9	6	3	.7	16.2
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS..................	33	1	39.5	30.0	40.5	49.5	20	1	6.9	49.1
UNDER $50 MILLION...........	6	1	25.6	22.0	25.8	28.9	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	20	1	40.8	31.8	40.6	50.8	13	1	8.3	50.1
$250-499 MILLION............	4	1	50.0	39.4	45.8	65.0	3	1	7.1	57.3
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS	23	1	$35.3	$30.0	$35.0	$40.0	9	1	$4.2	$39.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	31.6	26.9	31.8	36.0	*	-	-	-
$100-249 MILLION	12	1	35.0	29.6	36.3	40.2	3	1	2.7	39.2
$250-499 MILLION	4	1	35.7	31.3	36.8	39.6	3	2	9.6	46.3
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS	30	1	24.0	22.0	25.4	29.1	16	2	1.7	28.0
UNDER $50 MILLION	3	1	24.8	20.2	24.1	31.0	*	-	-	-
$50-99 MILLION	7	1	26.5	21.0	25.1	32.0	5	1	2.0	37.7
$100-249 MILLION	16	1	26.7	23.5	26.4	28.9	8	1	2.3	28.7
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS	21	1	21.2	18.2	21.0	23.5	6	2	1.9	24.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	6	1	20.9	20.0	20.8	22.2	*	-	-	-
$100-249 MILLION	9	1	22.7	20.7	23.5	24.6	4	1	2.2	26.0
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS	36	1	14.5	12.1	14.8	17.1	10	1	.8	14.0
UNDER $50 MILLION	5	1	12.6	9.5	12.5	16.0	*	-	-	-
$50-99 MILLION	7	1	14.8	12.0	16.0	17.2	*	-	-	-
$100-249 MILLION	17	1	14.8	14.2	15.0	16.7	5	2	1.1	15.3
$250-499 MILLION	5	1	14.6	9.2	13.0	19.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS	34	2	14.3	13.2	14.6	15.3	6	4	.6	16.3
UNDER $50 MILLION	3	2	12.4	11.4	12.5	13.2	*	-	-	-
$50-99 MILLION	6	1	15.3	15.0	15.2	16.0	*	-	-	-
$100-249 MILLION	16	2	14.3	13.0	14.3	15.2	3	2	.8	18.1
$250-499 MILLION	6	3	14.1	13.5	14.2	17.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS	30	2	53.4	38.2	49.5	58.6	12	1	4.0	56.7
UNDER $50 MILLION	4	1	34.7	32.0	34.3	37.8	*	-	-	-
$50-99 MILLION	5	1	38.9	34.5	37.5	40.0	*	-	-	-
$100-249 MILLION	14	1	53.2	47.2	52.5	53.0	7	1	4.3	60.2
$250-499 MILLION	4	1	64.9	48.8	65.0	81.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	40	2	$43.4	$38.3	$42.1	$45.5	20	1	$3.1	$45.6
UNDER $50 MILLION	4	1	33.2	26.2	34.5	38.8	*	-	-	-
$50-99 MILLION	12	1	40.1	36.1	40.0	42.2	6	1	2.8	45.0
$100-249 MILLION	20	2	44.3	40.7	44.5	48.0	11	2	2.8	47.9
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	44	2	35.8	30.7	35.4	38.0	18	1	2.9	39.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$30-99 MILLION	6	1	31.5	29.7	30.1	34.3	*	-	-	-
$100-249 MILLION	26	2	34.6	31.9	34.8	37.5	11	1	2.2	38.2
$250-499 MILLION	6	2	39.3	36.1	39.0	42.0	3	2	5.5	42.5
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	24	2	26.8	24.1	25.8	29.2	12	1	1.8	26.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	26.5	20.3	27.8	29.7	3	2	1.1	28.8
$100-249 MILLION	15	1	26.5	24.0	25.0	28.3	7	1	2.2	25.9
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	45	2	15.5	13.4	15.0	17.0	9	2	.8	17.3
UNDER $50 MILLION	5	1	14.7	14.0	14.4	14.8	*	-	-	-
$50-99 MILLION	7	1	15.5	13.0	14.6	18.3	3	2	.5	16.9
$100-249 MILLION	23	2	14.9	13.0	15.0	16.0	4	2	1.1	19.0
$250-499 MILLION	8	2	17.3	15.2	17.1	18.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	22	2	14.3	12.6	14.6	16.0	3	2	.9	16.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	2	14.4	11.4	15.4	17.1	*	-	-	-
$100-249 MILLION	11	3	14.5	13.3	14.6	16.0	*	-	-	-
$250-499 MILLION	4	2	13.1	10.7	13.0	15.2	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	45	1	38.1	30.4	38.5	42.6	20	1	3.5	44.1
UNDER $50 MILLION	7	1	27.7	23.5	27.0	30.0	*	-	-	-
$50-99 MILLION	6	1	35.6	29.6	35.0	41.0	4	1	2.3	38.6
$100-249 MILLION	23	1	38.6	34.4	38.8	43.0	9	1	4.5	43.4
$250-499 MILLION	7	1	41.9	39.8	41.3	45.0	3	1	1.8	44.8
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	34	1	$30.5	$24.1	$29.6	$35.5	20	1	$2.8	$36.2
UNDER $50 MILLION	4	1	20.5	16.2	19.8	25.7	*	-	-	-
$50-99 MILLION	7	1	34.7	25.6	35.5	41.0	4	1	1.6	38.6
$100-249 MILLION	18	1	29.2	24.1	28.6	33.0	11	1	3.3	36.5
$250-499 MILLION	4	1	30.5	25.0	32.0	34.5	3	1	2.7	32.4
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	44	2	25.9	21.2	25.0	28.3	19	1	1.6	26.9
UNDER $50 MILLION	5	1	30.3	27.8	29.3	34.0	*	-	-	-
$50-99 MILLION	11	1	25.5	20.9	26.1	28.0	3	1	.9	24.0
$100-249 MILLION	19	2	24.3	20.8	24.4	25.7	10	1	1.5	26.5
$250-499 MILLION	8	2	26.9	21.4	25.0	31.7	3	2	2.4	25.9
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	33	2	20.8	18.5	20.4	22.0	17	2	1.1	20.9
UNDER $50 MILLION	3	1	15.8	13.0	17.0	17.3	3	1	.8	16.6
$50-99 MILLION	9	2	21.5	20.0	20.4	21.0	5	2	1.2	23.3
$100-249 MILLION	16	1	21.4	18.6	21.1	22.2	7	2	1.4	22.9
$250-499 MILLION	3	1	21.1	17.2	22.0	24.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	20	1	24.4	20.3	23.7	28.9	10	1	1.7	27.0
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	12	1	24.9	19.2	23.7	29.2	6	1	1.6	27.5
$250-499 MILLION	6	1	22.8	20.2	23.3	26.0	3	1	2.1	24.5
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	27	2	14.9	13.0	15.0	17.4	5	2	.9	17.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	16.9	15.2	17.4	18.2	*	-	-	-
$100-249 MILLION	15	2	16.1	13.9	15.6	18.6	*	-	-	-
$250-499 MILLION	3	3	13.8	12.1	14.8	16.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	41	1	13.6	12.2	13.6	14.9	10	1	.9	15.9
UNDER $50 MILLION	5	1	14.3	12.2	13.3	15.3	*	-	-	-
$50-99 MILLION	7	1	13.5	13.1	13.5	14.5	3	1	.7	15.3
$100-249 MILLION	21	1	13.6	12.0	13.8	14.9	5	2	1.0	17.6
$250-499 MILLION	7	2	13.3	11.9	14.2	15.6	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS..................	31	2	$13.3	$11.9	$13.1	$14.2	7	3	$0.8	$14.0
UNDER $50 MILLION...........	4	2	12.1	11.5	12.0	13.1	*	-	-	-
$50-99 MILLION..............	5	1	14.1	11.8	13.8	14.7	*	-	-	-
$100-249 MILLION............	18	2	12.9	12.2	13.0	14.2	4	2	.8	13.5
$250-499 MILLION............	4	4	14.2	12.7	13.5	18.8	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS..................	29	1	36.5	33.0	37.9	43.0	17	1	3.5	41.3
UNDER $50 MILLION...........	7	1	28.8	24.0	26.0	36.8	4	1	3.0	30.7
$50-99 MILLION..............	10	1	36.3	33.4	36.4	39.5	7	1	2.6	39.5
$100-249 MILLION............	9	1	39.0	38.0	43.4	46.5	5	1	4.8	52.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS..................	29	1	29.9	25.9	30.0	34.6	15	1	2.4	32.7
UNDER $50 MILLION...........	4	1	29.1	25.2	30.3	31.8	*	-	-	-
$50-99 MILLION..............	12	1	27.5	22.6	28.2	30.5	9	1	2.1	30.3
$100-249 MILLION............	12	2	32.0	27.8	33.1	37.4	4	2	2.8	38.5
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
OPERATIONS ----------										
501 HEAD OF OPERATIONS										
ALL BANKS..................	89	1	34.7	23.0	33.8	43.5	50	1	2.9	36.6
UNDER $50 MILLION...........	29	1	23.5	17.4	21.0	24.6	17	1	1.5	26.0
$50-99 MILLION..............	21	1	33.4	30.0	35.0	38.2	12	1	2.9	35.2
$100-249 MILLION............	29	1	41.7	33.1	42.0	48.9	14	1	3.7	42.8
$250-499 MILLION............	7	1	47.3	41.0	45.0	50.7	4	1	5.2	53.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS..................	38	1	21.6	17.0	20.6	25.2	18	1	1.3	19.8
UNDER $50 MILLION...........	13	1	18.4	15.5	17.4	18.0	7	1	1.2	18.9
$50-99 MILLION..............	4	1	19.9	16.1	20.2	23.3	*	-	-	-
$100-249 MILLION............	17	1	23.6	19.0	24.0	28.0	7	1	.7	19.7
$250-499 MILLION............	4	1	25.0	16.1	23.2	35.9	3	1	2.3	22.3
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS..................	70	1	18.2	14.6	17.3	21.0	26	1	1.2	20.4
UNDER $50 MILLION...........	13	1	14.5	12.4	13.6	16.0	4	1	.8	16.5
$50-99 MILLION..............	13	1	15.8	13.2	15.5	18.8	5	1	1.4	16.7
$100-249 MILLION............	33	1	18.8	16.1	18.3	21.0	14	1	1.2	22.4
$250-499 MILLION............	8	1	21.5	17.8	20.2	26.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS	112	3	$13.0	$11.8	$13.0	$14.5	38	2	$0.8	$13.5
UNDER $50 MILLION	35	2	12.5	11.7	12.1	14.5	15	2	.8	13.0
$50-99 MILLION	25	2	13.4	11.5	13.3	14.8	10	2	.9	14.0
$100-249 MILLION	43	3	12.9	11.9	13.5	14.2	12	3	.8	14.0
$250-499 MILLION	6	4	12.7	11.1	12.9	15.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS	69	2	11.1	9.6	11.1	12.1	20	2	.8	11.9
UNDER $50 MILLION	16	1	10.8	9.3	11.1	12.1	6	1	1.0	11.8
$50-99 MILLION	18	2	11.7	10.1	11.4	12.9	7	2	.7	11.9
$100-249 MILLION	29	3	11.0	9.8	10.6	11.9	6	3	.9	12.1
$250-499 MILLION	4	6	10.1	8.2	11.0	15.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS	56	2	10.2	9.4	10.4	11.2	18	2	.4	11.1
UNDER $50 MILLION	12	2	10.4	9.2	10.4	11.1	7	1	.3	10.5
$50-99 MILLION	9	2	10.8	10.3	10.8	11.4	*	-	-	-
$100-249 MILLION	26	2	9.8	8.9	9.8	10.5	8	3	.5	11.9
$250-499 MILLION	7	3	10.3	9.6	10.1	11.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS	9	1	24.0	19.0	20.1	32.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	22.0	17.1	18.6	30.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS	36	1	17.1	14.3	16.0	19.8	9	1	.9	18.5
UNDER $50 MILLION	4	1	14.9	12.9	14.7	17.2	*	-	-	-
$50-99 MILLION	4	1	16.0	15.1	15.7	17.2	*	-	-	-
$100-249 MILLION	19	1	16.5	13.7	15.6	19.3	5	1	1.0	17.1
$250-499 MILLION	6	1	19.5	17.2	18.9	20.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS	109	2	11.4	10.3	11.6	13.0	32	2	.7	12.5
UNDER $50 MILLION	29	1	11.4	10.0	11.2	13.2	12	1	.6	12.1
$50-99 MILLION	30	2	12.0	10.3	11.8	12.6	9	1	.6	12.3
$100-249 MILLION	40	3	11.5	10.4	12.0	13.1	11	2	.8	13.4
$250-499 MILLION	8	5	11.5	10.4	11.5	13.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
510 SORTER OPERATOR										
ALL BANKS	18	2	$11.5	$10.0	$12.0	$12.6	3	2	$0.6	$13.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	2	11.3	9.9	12.0	12.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS	21	3	12.2	10.5	12.2	12.9	3	3	.8	12.7
UNDER $50 MILLION	3	1	10.3	9.4	10.4	10.8	*	-	-	-
$50-99 MILLION	3	2	10.8	8.0	9.5	13.6	*	-	-	-
$100-249 MILLION	12	3	12.6	12.0	12.6	13.1	*	-	-	-
$250-499 MILLION	3	4	12.2	11.5	11.8	12.8	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS	18	1	23.9	15.3	25.5	30.0	4	1	1.7	16.1
UNDER $50 MILLION	9	1	18.1	15.0	15.3	21.0	4	1	1.7	16.1
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	30.4	28.4	30.0	32.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS	23	1	20.4	18.0	19.8	22.5	11	1	1.7	23.7
UNDER $50 MILLION	6	1	20.3	18.0	21.8	23.0	4	1	1.8	22.0
$50-99 MILLION	6	1	18.3	17.4	18.5	19.8	3	1	.3	18.7
$100-249 MILLION	9	1	22.7	19.2	21.7	25.0	4	1	2.4	27.9
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS	3	1	29.9	19.0	30.6	40.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	[illegible]	-	-	-	*	-	-	-
$250-499 MILLION	-	-	[illegible]	-	-	-	-	-	-	-
$500-999 MILLION	*	-	[illegible]	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS	8	1	20.0	17.3	20.3	22.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	1	20.8	19.5	21.3	22.5	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY # OF BANKS	BASE SALARY MEAN # OF IN-CUMB	BASE SALARY WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	BONUS/INCENTIVE DATA # OF BANKS WITH BONUS	BONUS/INCENTIVE DATA AVG # IN-CUMB REC. BONUS	BONUS/INCENTIVE DATA MEAN BONUS	BONUS/INCENTIVE DATA TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS	29	1	$14.5	$12.7	$14.5	$17.6	3	1	$0.9	$13.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	14.9	13.8	14.5	17.6	*	-	-	-
$100-249 MILLION	14	1	14.9	12.7	15.4	17.2	*	-	-	-
$250-499 MILLION	8	2	15.2	13.0	15.5	17.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS	3	1	18.6	15.7	20.0	20.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS	9	3	11.9	10.3	12.0	12.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	2	10.0	8.9	10.0	10.9	*	-	-	-
$250-499 MILLION	3	2	12.2	10.3	12.4	15.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS	22	1	33.6	22.0	31.8	40.6	17	1	$2.7	$33.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	6	1	29.5	21.0	27.4	39.6	5	1	1.2	28.5
$100-249 MILLION	8	1	30.9	20.6	31.3	40.0	7	1	3.3	34.0
$250-499 MILLION	3	1	33.0	22.8	35.2	41.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS	14	1	35.1	28.0	33.6	42.0	6	1	1.8	38.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	35.3	29.7	35.1	42.0	3	1	1.9	36.1
$250-499 MILLION	3	1	36.0	28.3	32.6	47.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
603 PROGRAMMER II										
ALL BANKS	11	2	29.1	21.2	26.0	32.9	4	2	.8	27.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	2	23.9	21.2	23.1	23.6	3	2	1.0	23.5
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
604 PROGRAMMER I										
ALL BANKS	8	4	23.6	15.6	20.0	24.9	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	3	1	31.6	26.8	32.0	36.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
606 SYSTEMS ANALYST										
ALL BANKS	5	1	$28.6	$19.0	$20.1	$33.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	19.3	18.7	19.0	20.1	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
607 DATA ENTRY										
ALL BANKS	29	2	12.9	11.6	12.5	14.0	7	3	.9	13.8
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	2	13.3	11.5	13.3	14.6	*	-	-	-
$100-249 MILLION	14	2	12.2	11.2	12.1	13.0	4	3	.8	12.8
$250-499 MILLION	5	2	12.4	11.6	12.5	12.8	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	15	1	29.8	20.6	30.7	35.5	8	1	1.8	33.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	22.3	14.4	26.0	26.5	*	-	-	-
$100-249 MILLION	6	1	29.5	18.0	33.0	41.2	*	-	-	-
$250-499 MILLION	3	1	31.3	24.0	34.0	36.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	20	1	21.2	16.2	21.0	23.0	9	1	1.0	22.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	17.0	14.1	20.0	20.4	3	1	.8	12.8
$100-249 MILLION	5	1	22.2	22.5	23.1	25.0	*	-	-	-
$250-499 MILLION	6	1	22.0	18.7	22.1	22.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	54	2	13.8	11.8	13.5	15.3	24	2	.9	14.2
UNDER $50 MILLION	15	1	13.2	11.4	13.1	15.1	9	1	1.5	14.4
$50-99 MILLION	14	2	12.8	10.9	13.5	14.4	7	1	.3	12.1
$100-249 MILLION	16	2	13.3	11.7	12.6	15.8	7	2	.8	15.2
$250-499 MILLION	8	3	15.3	13.5	14.8	17.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS	22	1	44.4	36.5	42.4	52.0	13	1	3.3	48.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	31.2	23.9	28.0	41.7	*	-	-	-
$100-249 MILLION	11	1	44.5	38.0	43.1	52.0	7	1	3.8	48.8
$250-499 MILLION	4	1	44.9	37.2	44.1	53.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS	14	1	$14.9	$12.5	$14.0	$14.5	3	2	$0.9	$23.1
UNDER $50 MILLION	3	1	12.9	12.5	12.5	14.0	*	-	-	-
$50-99 MILLION	3	2	17.1	12.8	14.0	31.9	*	-	-	-
$100-249 MILLION	4	1	14.6	13.0	14.4	16.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS	13	1	35.6	29.4	33.4	39.0	8	1	3.1	42.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	3	1	33.8	26.0	29.4	46.0	*	-	-	-
$100-249 MILLION	8	1	34.0	29.0	32.8	36.0	4	1	3.6	35.0
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS	12	1	25.8	18.1	24.0	32.8	5	1	1.3	23.2
UNDER $50 MILLION	3	1	16.5	12.8	14.4	22.2	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	26.8	20.5	26.5	37.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS	23	2	27.6	23.5	29.0	35.0	14	2	2.7	33.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	22.4	14.5	27.3	33.5	*	-	-	-
$100-249 MILLION	12	1	30.7	24.2	29.3	35.1	8	1	3.0	33.7
$250-499 MILLION	3	4	28.8	26.9	35.0	39.4	3	4	3.2	36.9
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS	56	2	22.1	16.1	21.8	26.0	24	3	1.6	25.2
UNDER $50 MILLION	7	2	17.5	12.5	16.5	18.4	4	2	.8	19.3
$50-99 MILLION	21	1	21.1	15.0	21.2	23.7	9	1	2.0	25.8
$100-249 MILLION	20	2	22.1	17.8	22.1	26.6	8	1	1.7	28.0
$250-499 MILLION	6	2	29.2	24.0	25.5	30.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS	4	2	26.1	20.4	26.0	30.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS................	11	1	$19.5	$17.0	$19.0	$22.2	5	1	$0.4	$16.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	1	20.0	17.0	18.6	24.0	3	1	.4	15.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS................	27	2	16.8	14.1	16.0	17.9	9	2	.7	18.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	7	1	16.9	13.6	17.4	20.0	*	-	-	-
$100-249 MILLION............	13	2	16.2	15.5	16.0	16.8	5	1	.7	16.2
$250-499 MILLION............	4	2	18.0	13.4	16.2	21.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS................	37	2	25.7	19.6	24.0	29.3	16	1	1.5	26.3
UNDER $50 MILLION...........	6	1	25.7	18.9	22.1	35.2	3	1	.7	21.7
$50-99 MILLION..............	7	1	26.4	21.0	24.1	33.8	3	1	2.3	26.4
$100-249 MILLION............	18	1	23.2	19.2	20.7	25.5	8	1	1.5	28.0
$250-499 MILLION............	4	1	30.9	24.8	27.8	44.0	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS................	26	2	19.9	18.0	19.6	22.1	10	2	1.1	20.3
UNDER $50 MILLION...........	7	1	17.3	15.2	18.0	25.0	3	1	1.3	20.7
$50-99 MILLION..............	7	2	20.0	15.7	19.5	22.1	4	2	.9	19.8
$100-249 MILLION............	10	4	20.0	18.9	20.1	21.5	3	5	1.1	20.4
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS................	55	2	17.6	14.9	16.5	20.0	20	1	.9	18.0
UNDER $50 MILLION...........	15	1	15.6	14.4	15.5	15.9	6	1	.4	16.6
$50-99 MILLION..............	14	1	16.6	14.1	16.5	17.7	4	1	1.3	16.5
$100-249 MILLION............	17	2	17.9	14.5	19.2	21.0	8	1	1.5	21.2
$250-499 MILLION............	5	3	20.3	18.4	19.6	24.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS................	89	4	13.7	12.0	13.3	14.7	24	4	.6	13.4
UNDER $50 MILLION...........	17	2	12.4	11.5	12.0	13.5	4	1	.5	12.4
$50-99 MILLION..............	22	2	14.2	11.6	13.6	15.0	6	1	.7	11.6
$100-249 MILLION............	38	4	13.9	12.1	13.4	14.8	12	3	.7	14.7
$250-499 MILLION............	8	5	13.6	12.4	12.9	15.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
714 CLERK, SAFE DEPOSIT										
ALL BANKS....................	60	1	$12.8	$11.4	$13.2	$14.5	16	1	$0.7	$13.1
UNDER $50 MILLION...........	3	1	11.3	9.8	11.0	14.5	*	-	-	-
$50-99 MILLION..............	14	1	13.0	10.9	13.0	14.6	6	1	.8	13.7
$100-249 MILLION............	35	1	13.2	11.6	13.3	14.2	9	1	.7	13.0
$250-499 MILLION............	6	3	11.9	10.6	13.6	16.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS....................	18	1	23.7	19.6	23.2	25.5	8	1	2.5	27.0
UNDER $50 MILLION...........	4	1	16.1	11.6	15.1	21.5	3	1	1.0	16.4
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	24.2	23.0	24.8	25.5	3	1	2.3	27.3
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS....................	73	1	17.7	15.5	17.3	20.0	27	1	1.0	19.3
UNDER $50 MILLION...........	11	2	15.6	13.9	15.0	19.7	4	1	1.0	16.9
$50-99 MILLION..............	18	1	17.5	15.3	17.2	19.6	9	1	.9	18.8
$100-249 MILLION............	37	1	18.3	16.0	17.7	20.0	14	1	.9	20.3
$250-499 MILLION............	5	2	18.2	20.4	21.4	23.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
717 TELLER, HEAD										
ALL BANKS....................	106	2	14.4	12.7	14.3	15.8	39	1	.7	14.5
UNDER $50 MILLION...........	38	1	13.4	12.0	13.0	15.5	20	1	.7	14.1
$50-99 MILLION..............	24	1	14.0	12.2	13.6	15.1	9	1	.8	14.2
$100-249 MILLION............	33	3	14.5	14.1	14.6	16.0	8	2	.8	16.5
$250-499 MILLION............	7	2	16.1	14.6	16.6	19.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
718 TELLER II										
ALL BANKS....................	126	6	12.2	11.2	12.4	13.2	41	5	.7	12.8
UNDER $50 MILLION...........	40	3	11.8	10.5	12.0	13.2	18	2	.8	12.7
$50-99 MILLION..............	34	5	12.2	11.2	11.8	13.9	11	4	.8	13.1
$100-249 MILLION............	43	9	12.3	11.2	12.5	13.3	11	9	.6	12.9
$250-499 MILLION............	6	9	12.2	11.5	12.0	13.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
719 TELLER I										
ALL BANKS....................	86	7	10.8	9.6	10.4	11.3	32	3	.4	10.7
UNDER $50 MILLION...........	22	2	10.0	9.1	10.0	10.8	14	2	.3	10.2
$50-99 MILLION..............	23	4	10.7	9.6	10.1	11.3	8	3	.6	10.9
$100-249 MILLION............	32	8	10.8	9.8	10.5	11.4	9	5	.5	11.2
$250-499 MILLION............	6	13	12.1	10.7	11.7	12.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS	18	3	$11.0	$10.8	$11.3	$12.1	5	1	$0.8	$11.3
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	4	1	11.1	8.5	11.8	12.9	*	-	-	-
$100-249 MILLION	9	2	11.1	10.9	11.2	12.0	4	1	1.0	13.0
$250-499 MILLION	4	6	11.3	10.9	11.8	15.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	38	2	13.6	11.5	13.4	15.3	9	2	1.4	14.7
UNDER $50 MILLION	6	1	13.4	11.5	13.0	15.3	*	-	-	-
$50-99 MILLION	13	2	13.2	11.4	12.8	15.8	5	2	.4	14.2
$100-249 MILLION	13	2	13.4	12.3	13.1	14.9	*	-	-	-
$250-499 MILLION	5	3	15.0	13.4	14.1	15.3	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
722 TELLER, VAULT										
ALL BANKS	41	2	13.5	11.9	13.0	14.3	8	1	1.7	17.3
UNDER $50 MILLION	3	1	11.3	8.9	11.7	12.8	*	-	-	-
$50-99 MILLION	7	1	15.2	11.9	13.0	19.0	3	2	.8	17.2
$100-249 MILLION	23	1	12.9	11.8	13.0	14.3	4	1	.9	16.9
$250-499 MILLION	5	1	14.0	12.8	13.0	15.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-.	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS	84	6	10.9	9.8	10.7	11.8	19	3	.4	11.3
UNDER $50 MILLION	17	3	10.2	9.6	10.2	10.4	7	2	.5	10.5
$50-99 MILLION	26	4	10.5	9.5	10.8	11.6	6	4	.2	11.0
$100-249 MILLION	30	7	10.9	10.2	11.0	11.9	5	4	.3	13.0
$250-499 MILLION	8	8	10.9	9.8	11.2	11.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS	4	1	14.8	12.9	15.1	15.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	14.5	12.4	14.5	15.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS	35	1	56.5	45.0	51.4	68.4	16	1	7.1	62.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	47.7	45.0	48.2	48.8	4	1	3.1	48.7
$100-249 MILLION	21	1	53.1	42.4	49.9	59.0	6	1	6.3	53.4
$250-499 MILLION	5	1	65.7	56.7	60.0	83.0	4	1	8.4	69.9
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS..................	22	1	$36.8	$30.0	$36.1	$39.9	13	1	$3.2	$32.2
UNDER $50 MILLION...........	3	1	27.1	20.9	24.0	36.3	3	1	1.3	23.7
$50-99 MILLION.............	6	1	31.0	25.9	33.0	36.2	5	1	2.2	30.7
$100-249 MILLION............	11	1	39.5	33.8	37.5	42.5	5	1	7.0	43.5
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS..................	18	1	41.1	31.0	36.4	46.5	7	1	3.1	39.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	1	35.2	28.8	33.1	36.8	5	1	2.2	35.3
$250-499 MILLION............	5	1	44.8	42.5	46.0	46.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS..................	24	2	33.9	28.3	34.5	38.0	12	1	3.8	41.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	15	1	33.6	28.0	34.5	38.0	8	1	3.4	38.7
$250-499 MILLION............	5	2	31.2	29.2	32.2	38.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS..................	21	1	25.0	20.5	22.5	27.3	8	2	1.5	27.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	15	1	23.6	20.5	22.5	27.3	4	2	1.3	23.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS..................	7	1	43.9	37.0	41.0	50.0	4	1	3.2	44.2
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	1	46.9	38.0	42.1	60.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS..................	5	1	28.1	27.0	28.3	30.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	25.8	22.0	27.0	28.3	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
808 SECURITIES ANALYST										
ALL BANKS....................	5	1	$24.7	$16.2	$29.0	$29.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	20.6	16.0	16.2	29.5	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	23	1	28.5	20.6	25.0	39.2	9	1	2.2	34.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	18.4	15.6	17.3	22.2	*	-	-	-
$100-249 MILLION............	12	1	24.1	20.2	23.3	27.3	5	1	1.5	26.4
$250-499 MILLION............	5	1	31.5	25.0	28.0	40.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS....................	42	3	13.1	11.5	13.1	14.6	9	1	.7	13.1
UNDER $50 MILLION...........	4	1	13.3	11.1	12.4	16.6	*	-	-	-
$50-99 MILLION..............	7	1	12.2	10.7	13.2	14.0	*	-	-	-
$100-249 MILLION............	24	3	13.3	11.6	13.3	15.3	5	2	.7	13.0
$250-499 MILLION............	5	4	12.1	12.0	12.2	13.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
HUMAN RESOURCES										
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901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	43	1	33.1	27.0	35.0	38.0	20	1	2.5	36.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	7	1	26.9	18.0	28.5	35.0	4	1	1.1	30.7
$100-249 MILLION............	26	1	33.6	31.5	35.4	35.8	11	1	2.4	35.5
$250-499 MILLION............	7	1	33.0	27.0	36.0	37.5	3	1	3.4	34.0
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	18	1	25.6	19.9	21.2	27.0	9	1	1.2	25.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	22.2	18.7	21.4	26.5	*	-	-	-
$100-249 MILLION............	11	1	21.6	19.9	20.1	25.0	7	1	1.2	23.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	31	1	17.8	15.6	18.2	20.0	5	1	.8	20.9
UNDER $50 MILLION...........	3	1	20.5	20.0	20.0	21.6	*	-	-	-
$50-99 MILLION..............	4	1	16.8	13.1	17.0	20.4	*	-	-	-
$100-249 MILLION............	16	1	17.2	15.5	16.9	18.9	*	-	-	-
$250-499 MILLION............	6	1	17.5	15.6	16.5	19.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS	14	1	$22.0	$18.6	$21.0	$25.0	7	1	$1.8	$27.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	20.5	19.0	20.1	25.0	4	1	1.7	24.5
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS	4	3	20.6	14.1	19.0	21.7	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
MARKETING ---------										
925 DIRECTOR OF MARKETING										
ALL BANKS	55	1	32.3	21.4	30.0	37.7	26	1	2.7	34.2
UNDER $50 MILLION	5	1	22.1	17.8	18.0	26.5	4	1	2.4	24.4
$50-99 MILLION	13	1	30.0	21.0	27.7	32.8	8	1	1.8	30.1
$100-249 MILLION	28	1	32.7	22.9	32.6	38.2	9	1	2.5	33.0
$250-499 MILLION	5	1	32.1	30.0	30.5	32.0	3	1	4.5	39.4
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS	25	1	18.3	15.0	16.6	20.8	9	1	1.0	20.4
UNDER $50 MILLION	3	1	16.2	12.2	15.4	21.0	*	-	-	-
$50-99 MILLION	4	1	16.4	14.2	16.8	18.3	*	-	-	-
$100-249 MILLION	15	1	19.0	15.0	16.6	20.8	5	1	1.0	22.6
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES ----------------------										
950 MANAGER, PURCHASING										
ALL BANKS	21	1	24.9	18.2	23.0	32.5	10	1	1.4	29.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	25.8	17.5	23.1	35.2	4	1	1.3	26.3
$250-499 MILLION	5	1	20.2	13.7	18.2	24.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS	16	1	26.8	18.4	22.1	31.9	5	1	4.0	36.9
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	8	1	27.0	17.5	23.7	31.2	4	1	5.9	46.1
$250-499 MILLION	4	1	19.8	18.4	20.0	21.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
952 SECURITY GUARD										
ALL BANKS..................	15	6	$16.6	$12.4	$16.6	$17.4	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	6	5	17.1	16.3	16.8	17.0	*	-	-	-
$250-499 MILLION............	7	6	16.7	10.5	14.6	20.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS..................	33	1	14.4	11.7	13.7	16.6	7	1	$0.5	$14.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	4	1	14.2	9.2	14.9	16.7	*	-	-	-
$100-249 MILLION............	18	1	15.3	11.9	14.5	18.3	3	1	.9	17.6
$250-499 MILLION............	7	1	12.3	10.9	11.7	13.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
954 CUSTODIAN										
ALL BANKS..................	21	1	12.5	9.8	12.0	14.5	8	1	1.3	16.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	8	1	12.5	10.0	12.8	14.9	*	-	-	-
$100-249 MILLION............	11	1	12.8	9.5	12.5	14.5	5	1	1.5	19.1
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
955 MESSENGER/COURIER										
ALL BANKS..................	43	2	10.7	9.5	10.4	11.5	7	1	.7	11.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	9	1	11.0	8.7	11.3	12.5	*	-	-	-
$100-249 MILLION............	23	2	10.1	9.5	9.9	10.7	5	1	.4	9.6
$250-499 MILLION............	6	2	11.5	10.7	11.7	12.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES --------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS..................	38	2	20.2	16.5	20.0	22.9	13	2	1.2	20.3
UNDER $50 MILLION...........	7	1	16.4	14.8	17.8	21.0	3	2	.5	15.2
$50-99 MILLION.............	8	1	20.1	16.7	19.8	22.6	3	2	1.1	20.9
$100-249 MILLION............	18	1	20.3	18.5	20.4	24.0	7	2	1.7	22.5
$250-499 MILLION............	5	2	23.2	20.9	30.0	30.1	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS..................	83	2	16.7	14.8	16.4	18.4	24	1	1.2	17.6
UNDER $50 MILLION...........	20	1	15.1	12.7	14.7	17.0	9	1	1.4	15.7
$50-99 MILLION.............	21	1	15.7	14.9	16.2	17.5	6	2	.8	18.0
$100-249 MILLION............	32	2	17.3	15.4	17.0	19.6	7	2	1.4	19.9
$250-499 MILLION............	7	1	16.2	15.6	17.5	18.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	39	3	$13.7	$11.7	$12.7	$14.6	17	2	$0.8	$13.4
UNDER $50 MILLION...........	9	1	12.1	11.1	11.3	13.2	6	2	1.0	12.1
$50-99 MILLION..............	8	2	12.3	11.7	11.9	13.0	5	2	.7	12.9
$100-249 MILLION............	17	3	13.3	11.9	13.2	14.9	4	2	.9	16.6
$250-499 MILLION............	3	3	13.6	13.2	13.7	14.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS....................	14	3	11.2	10.3	11.3	12.3	4	6	.8	11.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	11.4	8.8	11.5	14.0	*	-	-	-
$100-249 MILLION............	6	2	10.4	10.0	10.8	12.2	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS....................	20	2	11.3	9.7	10.6	12.3	4	1	.2	10.6
UNDER $50 MILLION...........	4	1	9.7	9.4	9.7	10.0	*	-	-	-
$50-99 MILLION..............	4	2	12.7	10.7	12.8	14.1	*	-	-	-
$100-249 MILLION............	9	2	10.9	9.9	10.6	12.2	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	10	2	13.2	11.6	12.8	14.4	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	12.3	10.7	13.1	15.0	*	-	-	-
$100-249 MILLION............	3	1	12.5	11.6	12.4	14.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS....................	7	2	11.4	10.1	11.4	15.9	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS....................	18	1	10.4	8.8	10.3	11.0	3	1	.1	9.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	9	1	10.1	8.8	9.8	10.6	*	-	-	-
$250-499 MILLION............	5	1	10.5	10.1	10.9	11.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VII.

1986 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
983 WORD PROCESSING OPERATOR										
ALL BANKS..................	27	2	$14.2	$12.9	$13.8	$16.0	3	1	$0.9	$15.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	16	2	13.8	12.7	13.6	15.6	*	-	-	-
$250-499 MILLION............	4	2	16.2	13.3	15.6	19.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS..................	78	1	11.7	10.1	11.5	12.7	17	1	.6	12.0
UNDER $50 MILLION...........	8	1	10.7	9.5	10.9	12.6	*	-	-	-
$50-99 MILLION..............	20	1	11.9	10.2	11.4	12.7	4	1	.8	11.9
$100-249 MILLION............	38	1	11.6	10.1	11.8	12.7	10	1	.6	12.2
$250-499 MILLION............	9	1	11.7	10.1	10.4	12.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS..................	46	2	12.2	10.5	12.4	13.3	16	2	.5	12.6
UNDER $50 MILLION...........	11	1	10.7	9.3	10.0	13.0	5	1	.3	11.6
$50-99 MILLION..............	11	1	11.9	10.5	11.4	13.0	6	2	.6	13.6
$100-249 MILLION............	16	2	12.5	11.0	12.5	13.7	4	2	.6	12.2
$250-499 MILLION............	5	1	12.3	11.6	12.3	13.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region VIII West-South Central

Arkansas
Louisiana
Oklahoma
Texas

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	124	1	$88.7	$68.1	$80.1	$100.1	74	1	$19.0	$108.2
UNDER $50 MILLION	45	1	68.7	58.8	72.1	79.1	25	1	11.4	81.6
$50-99 MILLION	32	1	73.8	60.7	75.1	85.0	21	1	18.5	95.9
$100-249 MILLION	32	1	102.5	86.1	101.1	116.6	19	1	17.5	115.6
$250-499 MILLION	9	1	134.7	100.1	125.1	160.2	6	1	38.2	198.9
$500-999 MILLION	4	1	171.3	133.8	170.1	210.1	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	46	1	57.7	44.2	50.5	66.8	27	1	7.3	70.0
UNDER $50 MILLION	7	1	41.0	37.8	43.6	44.2	3	1	3.8	47.9
$50-99 MILLION	14	1	55.8	42.5	49.5	66.8	8	1	6.2	69.3
$100-249 MILLION	14	1	57.3	48.5	51.7	65.1	9	1	4.6	58.0
$250-499 MILLION	6	1	72.6	48.0	79.0	90.1	5	1	12.5	95.9
$500-999 MILLION	3	1	59.2	54.7	60.0	63.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS	70	1	57.4	38.5	48.6	65.1	38	1	9.4	64.4
UNDER $50 MILLION	25	1	40.9	33.0	39.2	45.3	12	1	3.0	40.2
$50-99 MILLION	16	1	47.4	39.5	42.8	50.8	9	1	10.3	60.9
$100-249 MILLION	22	1	63.4	48.5	59.9	68.6	14	1	8.7	68.2
$250-499 MILLION	3	1	111.6	60.0	84.1	190.8	*	-	-	-
$500-999 MILLION	3	1	114.8	79.6	90.1	175.1	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS	5	1	51.0	43.1	45.0	45.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	3	1	28.6	16.2	24.8	44.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS	55	1	36.0	29.2	35.0	44.0	20	1	2.7	38.0
UNDER $50 MILLION	10	1	28.7	21.0	23.4	38.3	*	-	-	-
$50-99 MILLION	10	1	27.2	24.0	28.4	30.5	5	1	2.1	28.8
$100-249 MILLION	21	1	37.6	31.0	36.0	44.1	9	1	2.4	39.9
$250-499 MILLION	8	1	43.5	35.6	41.3	53.2	3	1	5.4	54.7
$500-999 MILLION	4	1	42.8	34.8	44.5	49.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS....................	23	1	$23.4	$19.2	$22.3	$27.4	5	2	$1.8	$24.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	20.9	19.8	22.0	25.0	3	2	2.2	23.0
$250-499 MILLION............	6	2	24.3	20.0	23.8	27.4	*	-	-	-
$500-999 MILLION............	3	2	20.3	18.7	19.0	22.4	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS....................	16	1	37.4	22.6	30.2	49.2	5	1	2.1	32.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	5	1	27.2	24.5	27.0	30.3	3	1	2.7	30.9
$100-249 MILLION............	3	1	27.8	17.0	30.0	36.5	*	-	-	-
$250-499 MILLION............	5	1	44.8	29.5	45.8	50.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS....................	22	1	24.6	20.9	23.3	26.3	7	1	.9	24.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	10	1	23.6	20.9	23.3	24.0	4	1	.9	25.2
$250-499 MILLION............	5	1	26.4	20.0	21.8	35.0	*	-	-	-
$500-999 MILLION............	4	1	24.9	20.3	25.2	29.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS....................	50	2	15.6	13.2	14.9	17.1	16	2	.8	16.3
UNDER $50 MILLION...........	7	1	15.7	12.3	17.0	19.2	4	1	1.3	17.4
$50-99 MILLION..............	12	1	15.4	12.6	14.2	17.5	4	2	.9	19.0
$100-249 MILLION............	17	2	14.7	13.3	14.3	16.2	7	2	.5	14.1
$250-499 MILLION............	8	2	17.0	13.4	15.3	17.5	*	-	-	-
$500-999 MILLION............	4	2	14.9	14.4	15.0	15.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS....................	34	2	12.5	10.7	12.5	15.0	9	2	.4	11.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	7	2	14.0	11.1	14.0	18.0	*	-	-	-
$100-249 MILLION............	11	2	9.2	8.7	10.8	12.4	6	2	.3	9.9
$250-499 MILLION............	8	2	14.0	11.4	13.5	15.8	*	-	-	-
$500-999 MILLION............	4	2	13.8	12.9	14.6	16.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL										
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301 AUDITOR										
ALL BANKS....................	60	1	26.6	19.4	24.1	30.5	24	1	1.8	29.1
UNDER $50 MILLION...........	7	1	21.7	17.0	20.6	26.3	*	-	-	-
$50-99 MILLION..............	18	1	20.7	19.2	20.3	22.0	6	1	1.7	22.8
$100-249 MILLION............	23	1	26.4	20.5	25.7	30.0	11	1	1.2	24.4
$250-499 MILLION............	9	1	36.5	30.0	36.6	43.4	4	1	4.5	52.9
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS...................	24	1	$25.4	$19.8	$25.1	$30.1	4	1	$1.6	$32.2
UNDER $50 MILLION...........	8	1	25.3	20.1	24.2	31.1	*	-	-	-
$50-99 MILLION..............	5	1	25.0	19.2	21.6	31.0	3	1	1.6	32.2
$100-249 MILLION............	4	1	23.0	18.8	23.7	26.6	*	-	-	-
$250-499 MILLION............	7	1	27.1	20.5	25.6	28.4	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS...................	26	2	22.5	16.2	19.3	24.5	5	2	.7	17.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	13	1	18.7	15.1	19.0	20.5	5	2	.7	17.7
$250-499 MILLION............	8	3	23.8	17.1	25.2	27.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
LENDING										
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401 HEAD OF LENDING										
ALL BANKS...................	80	1	57.5	43.7	55.0	67.6	46	1	8.5	67.7
UNDER $50 MILLION...........	21	1	45.8	37.8	44.1	54.3	8	1	3.2	46.9
$50-99 MILLION..............	20	1	49.3	39.3	47.0	55.7	13	1	9.5	60.3
$100-249 MILLION............	26	1	63.7	52.6	63.5	70.1	17	1	9.4	71.5
$250-499 MILLION............	9	1	69.6	58.0	75.1	83.1	6	1	11.4	95.7
$500-999 MILLION............	3	1	89.2	70.1	97.6	100.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS...................	61	1	25.2	19.7	23.0	28.3	23	1	1.4	25.2
UNDER $50 MILLION...........	14	1	19.5	17.0	19.0	22.8	7	1	.7	19.3
$50-99 MILLION..............	15	1	23.3	18.0	21.0	27.5	3	1	.9	17.9
$100-249 MILLION............	20	1	26.7	21.3	25.8	31.5	10	1	1.4	28.6
$250-499 MILLION............	8	2	25.8	21.4	26.5	30.4	*	-	-	-
$500-999 MILLION............	3	1	42.1	25.8	42.5	58.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS...................	24	1	30.9	24.8	31.9	42.0	7	1	1.5	28.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	12	1	29.5	20.6	27.8	40.5	5	1	1.5	28.0
$250-499 MILLION............	6	2	34.5	29.8	34.2	43.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS...................	9	1	42.4	30.0	43.6	50.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	1	47.5	35.3	50.0	57.1	*	-	-	-
$500-999 MILLION............	3	2	48.0	43.6	45.0	50.4	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
405 INTERNATIONAL BANKING OFCR										
ALL BANKS..................	3	2	$50.3	$28.5	$33.6	$60.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	*	-	-	-
							-	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS..................	4	1	46.8	43.6	48.1	48.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
							*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS..................	39	1	22.2	17.0	21.2	24.8	10	1	$1.0	$18.2
UNDER $50 MILLION...........	5	1	21.8	21.5	21.5	23.5	*	-	-	-
$50-99 MILLION..............	10	1	18.7	15.0	16.6	20.9	3	1	1.2	15.8
$100-249 MILLION............	13	1	24.7	20.0	23.6	27.5	4	1	.9	20.0
$250-499 MILLION............	9	1	21.8	17.5	20.9	24.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
408 CREDIT ANALYST I										
ALL BANKS..................	35	1	15.6	13.0	15.0	18.0	11	2	.4	15.3
UNDER $50 MILLION...........	9	1	15.1	12.0	15.0	16.5	3	1	.1	17.6
$50-99 MILLION..............	3	1	12.7	12.0	13.0	13.2	*	-	-	-
$100-249 MILLION............	13	2	14.5	13.7	15.0	16.8	5	2	.4	14.4
$250-499 MILLION............	6	2	15.8	15.0	16.1	18.0	*	-	-	-
$500-999 MILLION............	3	2	17.9	16.5	18.0	18.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS..................	11	1	28.3	16.5	26.7	38.2	7	1	1.7	22.8
UNDER $50 MILLION...........	4	1	28.1	21.7	27.1	35.5	*	-	-	-
$50-99 MILLION..............	3	1	18.3	15.1	16.5	25.3	3	1	1.8	20.7
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS..................	27	1	36.2	31.9	37.2	42.0	17	1	3.6	41.4
UNDER $50 MILLION...........	14	1	37.1	33.5	37.6	41.2	9	1	3.2	40.0
$50-99 MILLION..............	6	2	32.3	29.4	32.3	37.0	4	1	4.6	41.7
$100-249 MILLION............	6	2	37.4	31.9	38.3	42.0	4	2	3.4	43.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
411 LOAN OFFICER II										
ALL BANKS	30	1	$27.7	$23.1	$28.2	$31.4	18	1	$2.0	$30.6
UNDER $50 MILLION	14	1	27.5	20.7	28.2	35.8	9	1	2.7	33.3
$50-99 MILLION	10	2	26.2	20.3	26.4	30.0	6	1	1.6	27.3
$100-249 MILLION	5	2	30.0	27.5	31.0	31.4	3	3	1.2	30.4
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS	22	1	22.1	18.9	22.0	24.0	8	1	1.6	22.7
UNDER $50 MILLION	12	1	22.6	19.0	23.3	25.4	3	1	2.0	26.0
$50-99 MILLION	6	1	20.8	19.9	20.6	22.4	3	1	1.5	22.6
$100-249 MILLION	3	2	22.7	16.1	18.4	30.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS	38	2	15.7	13.6	15.2	17.8	15	2	.8	15.4
UNDER $50 MILLION	18	2	16.6	13.8	15.2	18.5	6	2	.9	15.7
$50-99 MILLION	12	2	15.3	13.6	15.4	16.8	4	1	.8	15.2
$100-249 MILLION	5	4	15.2	14.5	15.1	15.4	4	4	.8	15.3
$250-499 MILLION	3	2	13.4	12.0	13.8	18.2	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS	27	2	12.4	10.4	12.0	13.1	17	2	.8	12.3
UNDER $50 MILLION	11	1	13.4	10.2	11.9	13.1	8	1	.7	12.1
$50-99 MILLION	8	2	11.2	10.4	11.6	12.4	4	2	1.0	13.0
$100-249 MILLION	6	3	13.0	11.5	12.7	13.4	4	3	.8	11.6
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS	52	2	13.2	11.4	13.6	15.9	17	2	.5	13.8
UNDER $50 MILLION	26	2	14.5	12.8	14.8	16.8	7	1	.4	14.7
$50-99 MILLION	15	2	12.2	11.1	11.7	14.5	5	3	.9	12.0
$100-249 MILLION	10	2	12.5	12.0	12.3	14.4	4	2	.3	14.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS	22	1	42.8	33.3	37.1	48.0	10	1	1.9	42.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	32.2	28.2	31.3	37.1	*	-	-	-
$100-249 MILLION	13	1	40.1	33.4	35.0	44.0	8	1	1.8	43.1
$250-499 MILLION	3	1	49.7	47.9	48.0	54.9	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS	14	1	$33.2	$25.0	$31.3	$42.0	7	1	$2.5	$35.2
UNDER $50 MILLION	3	1	31.7	25.0	33.5	36.6	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	28.8	19.2	26.0	41.3	4	1	2.5	35.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS	25	1	26.0	22.1	24.4	29.6	10	1	3.1	29.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	19.8	16.9	18.0	24.5	*	-	-	-
$100-249 MILLION	12	1	27.0	21.8	25.7	32.2	8	1	1.4	27.4
$250-499 MILLION	5	2	28.3	24.0	26.7	29.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS	11	2	21.8	18.0	22.0	24.7	3	1	1.5	21.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	8	1	23.6	21.0	23.0	26.1	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS	21	1	14.1	13.2	15.0	16.5	4	1	.7	14.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	12.9	12.5	12.8	14.0	*	-	-	-
$100-249 MILLION	8	1	12.4	13.2	15.6	16.5	*	-	-	-
$250-499 MILLION	5	1	16.0	13.8	15.6	18.5	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS	28	2	15.0	13.0	14.4	15.9	4	3	.3	13.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	14	2	13.9	13.2	14.3	15.1	3	3	.3	13.5
$250-499 MILLION	5	2	14.8	14.4	14.7	16.0	*	-	-	-
$500-999 MILLION	3	4	14.3	13.4	14.3	16.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS	23	1	60.6	51.2	56.2	66.0	13	1	8.7	70.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	51.3	51.0	51.2	53.0	4	1	3.8	54.7
$100-249 MILLION	9	1	58.4	51.5	61.0	66.1	5	1	5.7	64.2
$250-499 MILLION	4	1	69.9	54.5	58.4	108.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS....................	43	2	$45.0	$40.9	$43.8	$49.8	17	2	$3.9	$50.1
UNDER $50 MILLION...........	3	1	45.9	40.8	42.0	55.0	*	-	-	-
$50-99 MILLION..............	9	1	43.0	35.0	39.0	43.0	*	-	-	-
$100-249 MILLION............	19	2	43.0	41.6	43.8	51.8	11	2	3.7	49.8
$250-499 MILLION............	8	2	47.0	40.3	47.8	49.0	3	4	3.4	50.9
$500-999 MILLION............	3	2	52.3	41.5	49.3	67.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS....................	45	2	36.1	31.2	35.0	41.2	20	2	2.4	37.9
UNDER $50 MILLION...........	4	2	30.6	22.1	33.8	38.4	*	-	-	-
$50-99 MILLION..............	6	1	33.1	27.0	30.4	34.3	3	1	1.5	31.2
$100-249 MILLION............	21	2	36.4	31.2	35.4	41.9	13	2	2.9	39.7
$250-499 MILLION............	9	2	35.8	34.0	37.0	37.9	*	-	-	-
$500-999 MILLION............	3	2	36.5	26.5	27.4	43.8	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS....................	22	2	27.4	21.0	26.6	30.2	9	2	1.4	26.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	1	27.0	19.2	29.2	35.0	6	1	1.8	24.6
$250-499 MILLION............	4	2	27.5	22.0	25.8	30.5	*	-	-	-
$500-999 MILLION............	3	2	26.2	23.7	26.6	27.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS....................	53	3	15.1	13.3	15.0	17.6	12	3	.8	16.7
UNDER $50 MILLION...........	3	2	17.1	14.4	16.7	18.1	*	-	-	-
$50-99 MILLION..............	13	2	14.4	12.6	14.9	20.0	5	3	.9	16.2
$100-249 MILLION............	23	3	15.3	12.6	14.6	16.8	6	2	.6	17.4
$250-499 MILLION............	9	3	14.7	13.9	14.8	17.6	*	-	-	-
$500-999 MILLION............	3	4	15.2	14.3	15.3	15.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS....................	17	4	14.5	11.8	13.6	15.0	4	3	.8	15.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	14.8	13.0	15.9	16.3	*	-	-	-
$100-249 MILLION............	8	2	14.9	12.0	14.1	15.1	3	3	.8	15.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS....................	38	1	40.6	34.5	38.4	48.0	16	1	2.3	41.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	6	1	40.3	37.7	40.3	42.5	3	1	2.5	44.5
$100-249 MILLION............	17	1	37.6	33.9	36.0	42.2	9	1	1.8	41.9
$250-499 MILLION............	8	1	42.0	35.7	41.0	50.0	*	-	-	-
$500-999 MILLION............	4	1	51.6	44.5	51.3	59.1	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	27	1	$33.4	$28.5	$31.3	$36.7	8	1	$2.7	$41.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	6	1	32.6	28.7	31.6	37.2	*	-	-	-
$100-249 MILLION	12	1	35.0	29.8	31.6	38.5	7	1	2.8	42.8
$250-499 MILLION	4	1	33.8	28.4	31.0	42.0	*	-	-	-
$500-999 MILLION	4	2	32.3	29.0	32.4	36.0	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	45	2	26.8	24.0	27.5	29.2	17	2	2.9	32.2
UNDER $50 MILLION	3	1	27.3	25.5	27.5	28.8	*	-	-	-
$50-99 MILLION	12	1	28.2	24.0	28.7	33.7	5	2	2.5	35.6
$100-249 MILLION	21	2	26.2	21.5	27.5	28.4	10	2	3.3	31.3
$250-499 MILLION	5	2	27.6	26.0	28.6	28.9	*	-	-	-
$500-999 MILLION	3	2	27.1	24.0	26.5	29.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	31	1	22.5	18.4	22.0	24.2	10	1	3.0	24.7
UNDER $50 MILLION	4	1	21.4	19.0	21.7	23.6	*	-	-	-
$50-99 MILLION	3	1	22.2	17.9	22.5	24.2	*	-	-	-
$100-249 MILLION	13	1	22.3	20.0	23.6	24.1	7	2	3.8	26.2
$250-499 MILLION	8	1	21.4	18.1	22.0	27.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	23	1	25.6	20.0	23.5	26.6	11	1	1.2	25.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	12	1	24.2	19.4	22.9	26.5	8	1	1.3	26.2
$250-499 MILLION	4	1	22.7	19.5	23.0	25.7	*	-	-	-
$500-999 MILLION	3	1	33.8	23.7	31.4	46.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	39	2	16.4	14.5	16.0	18.5	8	1	.8	17.6
UNDER $50 MILLION	3	1	16.6	12.5	14.3	23.0	*	-	-	-
$50-99 MILLION	7	1	20.3	13.2	16.8	28.4	*	-	-	-
$100-249 MILLION	14	2	15.7	14.5	16.5	18.0	5	1	.9	15.7
$250-499 MILLION	9	3	15.8	15.2	15.6	16.8	*	-	-	-
$500-999 MILLION	4	4	16.1	14.8	15.5	18.8	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	49	2	14.3	12.0	14.0	16.0	13	2	.8	15.1
UNDER $50 MILLION	5	1	14.3	12.6	15.0	15.3	*	-	-	-
$50-99 MILLION	12	2	14.2	12.2	14.5	18.0	3	3	.7	13.0
$100-249 MILLION	24	2	14.2	11.9	13.9	16.6	9	2	.8	15.7
$250-499 MILLION	7	1	14.2	11.9	13.5	15.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS..................	27	3	$12.7	$11.5	$12.4	$13.9	5	7	$0.5	$13.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	2	14.1	12.4	14.4	15.8	*	-	-	-
$100-249 MILLION............	11	3	12.5	11.2	12.4	13.9	3	7	.5	13.6
$250-499 MILLION............	7	2	11.4	10.4	11.5	12.7	*	-	-	-
$500-999 MILLION............	3	3	12.7	12.3	13.0	13.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS..................	9	1	31.9	22.9	33.0	45.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	37.1	27.6	36.8	47.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS..................	7	1	32.7	29.9	32.3	37.6	4	1	3.4	37.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	31.7	29.9	30.0	35.2	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
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501 HEAD OF OPERATIONS										
ALL BANKS..................	71	1	35.4	27.0	33.0	43.8	39	1	3.2	42.0
UNDER $50 MILLION...........	20	1	29.3	25.0	27.4	33.9	10	1	2.1	35.0
$50-99 MILLION..............	17	1	29.1	22.0	27.8	32.4	10	1	2.4	32.2
$100-249 MILLION............	21	1	38.0	31.0	37.6	43.8	13	1	2.8	41.4
$250-499 MILLION............	10	1	43.9	38.5	49.3	75.1	5	1	8.9	71.2
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS..................	38	1	22.0	17.4	21.3	26.0	14	1	1.2	22.6
UNDER $50 MILLION...........	11	1	17.3	13.7	17.7	20.4	4	1	.7	18.2
$50-99 MILLION..............	7	1	19.1	13.2	19.2	23.0	3	1	1.3	20.9
$100-249 MILLION............	12	1	23.6	20.9	23.6	26.4	6	1	1.5	25.9
$250-499 MILLION............	6	1	26.4	27.1	27.5	27.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS..................	59	1	18.1	15.0	17.4	20.0	19	1	1.0	17.7
UNDER $50 MILLION...........	14	1	16.0	12.0	14.7	19.0	6	1	.8	15.1
$50-99 MILLION..............	14	1	17.6	15.8	17.0	19.3	6	1	1.0	18.1
$100-249 MILLION............	21	1	19.3	16.4	19.2	22.0	6	1	1.0	19.2
$250-499 MILLION............	8	1	19.2	15.9	18.4	20.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS....................	88	3	$12.5	$11.2	$12.4	$14.0	26	3	$0.6	$12.2
UNDER $50 MILLION............	24	2	11.9	10.3	11.8	14.4	9	2	.5	12.3
$50-99 MILLION...............	25	2	11.5	10.3	11.8	12.9	7	3	.8	11.1
$100-249 MILLION.............	25	4	12.7	12.0	12.3	13.8	9	5	.6	13.0
$250-499 MILLION.............	10	4	13.7	13.1	14.6	16.1	*	-	-	-
$500-999 MILLION.............	3	5	13.4	12.6	13.8	13.8	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS....................	66	3	11.4	9.8	11.2	12.4	16	3	.5	11.3
UNDER $50 MILLION............	16	2	11.1	9.1	11.4	14.0	6	2	.3	11.3
$50-99 MILLION...............	16	2	10.3	8.7	10.8	11.8	*	-	-	-
$100-249 MILLION.............	21	4	11.4	9.9	11.2	11.7	7	4	.5	11.1
$250-499 MILLION.............	10	6	11.9	10.7	11.6	12.6	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS....................	51	2	10.0	9.0	10.2	11.1	13	1	.5	10.7
UNDER $50 MILLION............	6	2	9.8	9.0	10.0	10.3	*	-	-	-
$50-99 MILLION...............	17	1	10.3	9.0	10.2	11.6	6	1	.6	11.1
$100-249 MILLION.............	17	2	9.7	8.5	10.0	11.4	4	1	.4	10.8
$250-499 MILLION.............	8	2	10.2	9.2	10.4	11.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS....................	7	1	32.0	28.6	31.5	32.5	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	30.3	28.6	30.5	31.8	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS....................	31	1	18.7	15.0	17.1	21.8	6	1	.6	16.9
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	5	1	16.5	15.0	18.0	18.9	*	-	-	-
$100-249 MILLION.............	15	1	17.6	14.2	17.1	21.2	4	1	.6	16.9
$250-499 MILLION.............	6	4	20.3	15.0	16.7	28.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS....................	89	2	11.3	10.0	11.1	13.0	29	2	.5	11.7
UNDER $50 MILLION............	23	1	12.1	10.0	11.4	14.0	10	1	.4	11.1
$50-99 MILLION...............	26	2	10.7	9.8	11.0	12.0	9	2	.7	12.1
$100-249 MILLION.............	27	3	11.4	10.0	11.3	12.9	9	3	.4	11.7
$250-499 MILLION.............	9	4	11.1	9.6	10.8	11.7	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
510 SORTER OPERATOR										
ALL BANKS	16	1	$12.0	$10.1	$11.6	$12.5	4	1	$0.6	$11.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	1	10.1	10.1	10.1	10.2	*	-	-	-
$100-249 MILLION	6	2	12.8	11.7	12.5	13.6	*	-	-	-
$250-499 MILLION	3	1	11.3	10.2	11.4	12.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS	19	2	13.1	11.3	12.6	14.5	3	1	1.5	16.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	7	2	12.4	10.9	13.9	14.5	*	-	-	-
$250-499 MILLION	6	2	13.2	11.1	13.1	16.2	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS	19	1	29.1	19.6	23.4	35.0	11	1	1.6	24.4
UNDER $50 MILLION	8	1	21.5	18.8	21.5	23.1	5	1	.9	20.0
$50-99 MILLION	3	1	26.1	17.4	25.0	36.0	*	-	-	-
$100-249 MILLION	5	1	25.7	19.6	24.5	32.6	3	1	1.5	23.5
$250-499 MILLION	3	2	46.6	44.6	45.6	49.0	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS	16	1	21.6	17.0	19.0	24.8	8	1	1.5	21.1
UNDER $50 MILLION	7	1	17.6	15.2	17.5	19.2	3	1	1.2	19.6
$50-99 MILLION	4	1	23.6	20.7	24.1	26.6	*	-	-	-
$100-249 MILLION	3	1	23.0	17.0	18.7	28.1	3	1	1.6	22.8
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS	11	1	30.2	20.6	30.0	40.5	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	24.8	17.1	26.3	31.2	*	-	-	-
$250-499 MILLION	4	1	36.3	29.7	37.5	41.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS	8	1	19.2	16.2	16.5	22.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	4	1	17.4	15.7	16.2	20.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII:

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
				25	50	75				
516 CLERK, WIRE TRANSFER										
ALL BANKS..................	33	1	$13.3	$12.6	$13.5	$14.7	7	1	$0.4	$13.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	16	1	13.5	12.5	13.2	14.3	6	1	.4	13.1
$250-499 MILLION............	9	1	13.6	13.4	14.3	14.7	*	-	-	-
$500-999 MILLION............	3	4	12.0	11.2	11.9	13.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS..................	3	1	19.0	11.5	21.4	24.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	19.0	11.5	21.4	24.2	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS..................	3	1	18.6	16.7	19.0	20.1	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS..................	17	2	11.8	9.8	10.5	12.9	5	2	.3	10.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	11.7	7.2	10.2	17.8	*	-	-	-
$100-249 MILLION............	9	1	10.7	9.8	9.8	11.5	4	2	.3	10.3
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS....................	3	1	$16.0	$8.7	$16.7	$21.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING ---------------										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS....................	23	1	38.4	22.3	40.1	52.5	13	1	$2.1	$42.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	29.1	18.0	22.4	35.0	6	1	2.6	40.3
$100-249 MILLION............	8	1	44.2	32.9	44.8	50.3	4	1	.9	49.0
$250-499 MILLION............	3	1	42.9	22.3	50.5	55.9	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS....................	18	1	37.3	32.6	37.1	43.0	4	1	1.2	36.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	1	32.4	31.5	32.6	33.8	4	1	1.2	36.2
$250-499 MILLION............	5	1	43.4	41.0	43.0	45.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
603 PROGRAMMER II										
ALL BANKS....................	13	2	28.6	26.2	27.5	30.8	3	1	.8	25.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	4	1	23.7	16.8	26.8	27.5	*	-	-	-
$100-249 MILLION............	3	1	30.9	26.2	32.2	33.0	*	-	-	-
$250-499 MILLION............	3	2	28.2	26.4	26.8	32.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
604 PROGRAMMER I										
ALL BANKS....................	9	2	21.8	20.7	22.8	24.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS....................	9	2	32.4	26.6	32.2	37.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	2	37.0	26.6	37.9	40.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
606 SYSTEMS ANALYST										
ALL BANKS....................	6	2	$30.5	$22.1	$29.1	$31.2	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
607 DATA ENTRY										
ALL BANKS....................	19	2	12.8	11.8	12.8	14.8	3	1	.5	14.3
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	6	1	13.1	12.8	14.5	16.2	*	-	-	-
$100-249 MILLION.............	6	2	12.2	11.2	12.0	13.2	*	-	-	-
$250-499 MILLION.............	5	3	12.2	11.8	12.4	12.8	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS....................	14	1	26.6	16.5	26.1	35.2	6	1	.5	18.5
UNDER $50 MILLION............	3	1	16.7	16.0	16.5	17.7	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	3	1	21.8	15.3	22.5	27.6	*	-	-	-
$250-499 MILLION.............	5	1	31.7	27.6	32.2	35.2	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS....................	23	1	21.4	17.1	20.0	24.9	5	1	.7	20.1
UNDER $50 MILLION............	3	1	15.2	11.5	17.0	17.1	*	-	-	-
$50-99 MILLION...............	4	1	22.7	16.9	21.8	29.5	*	-	-	-
$100-249 MILLION.............	7	1	20.7	15.0	18.7	20.7	*	-	-	-
$250-499 MILLION.............	6	1	24.1	22.6	25.4	28.4	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS....................	40	2	13.4	11.4	12.6	14.6	13	2	.5	12.0
UNDER $50 MILLION............	6	1	11.6	10.5	12.6	13.1	3	2	.4	9.3
$50-99 MILLION...............	12	1	11.9	10.5	12.0	14.2	4	1	.8	13.0
$100-249 MILLION.............	13	2	13.5	11.4	12.7	14.8	5	3	.4	12.4
$250-499 MILLION.............	6	3	14.3	12.0	14.0	15.2	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
RETAIL BANKING ---------------										
701 HEAD OF RETAIL BANKING										
ALL BANKS....................	17	1	54.2	34.0	45.9	62.5	10	1	8.7	54.1
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	1	35.4	34.0	35.0	37.2	*	-	-	-
$100-249 MILLION.............	6	1	42.5	28.0	38.0	51.5	5	1	2.7	34.2
$250-499 MILLION.............	3	1	54.1	33.7	62.5	66.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
702 SECRETARY, RETAIL BANKING										
ALL BANKS..................	7	1	$18.0	$15.7	$18.6	$20.8	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	15.8	13.0	15.7	18.6	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS..................	21	1	38.3	28.5	35.8	50.0	11	1	1.8	40.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	11	1	32.1	21.1	31.3	45.0	7	1	2.1	39.5
$250-499 MILLION............	4	1	46.2	27.4	40.1	71.1	*	-	-	-
$500-999 MILLION............	3	1	40.2	32.4	43.0	45.3	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
705 BRANCH MANAGER II										
ALL BANKS..................	18	3	29.3	23.9	30.5	36.8	8	2	2.0	39.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	2	25.1	21.1	26.8	34.5	4	3	.7	33.6
$250-499 MILLION............	3	2	29.6	21.3	29.8	45.1	*	-	-	-
$500-999 MILLION............	3	3	28.0	25.2	31.2	41.5	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS..................	35	3	23.6	19.5	21.8	26.4	10	2	1.5	21.5
UNDER $50 MILLION...........	4	1	22.3	14.8	23.2	29.1	*	-	-	-
$50-99 MILLION..............	10	2	19.1	17.1	19.4	21.8	4	1	2.1	22.1
$100-249 MILLION............	10	3	20.4	20.5	21.7	23.5	3	2	.9	21.0
$250-499 MILLION............	6	3	28.4	22.2	28.6	40.4	*	-	-	-
$500-999 MILLION............	3	9	23.5	21.0	21.5	29.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS...................	6	2	$24.9	$18.0	$25.7	$27.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	2	24.8	16.3	24.8	37.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS...................	14	2	17.7	14.0	18.0	22.0	4	2	$1.0	$17.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	3	16.7	14.3	16.9	20.3	*	-	-	-
$250-499 MILLION............	3	2	20.3	16.5	22.0	26.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS...................	29	1	21.8	18.5	20.4	25.0	13	1	1.5	22.8
UNDER $50 MILLION...........	6	1	20.8	14.7	19.8	20.6	3	1	1.1	19.2
$50-99 MILLION..............	9	1	18.0	17.0	18.6	20.0	5	1	1.5	19.1
$100-249 MILLION............	11	1	25.4	21.5	25.0	27.8	5	1	1.9	31.4
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS...................	11	2	20.1	17.3	21.4	26.2	4	1	.7	26.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	21.1	15.0	21.4	27.0	*	-	-	-
$100-249 MILLION............	5	3	18.6	19.6	24.0	24.2	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS...................	52	2	16.1	13.9	16.4	18.3	18	2	.9	16.1
UNDER $50 MILLION...........	15	1	16.5	14.0	17.9	18.9	6	1	.6	14.9
$50-99 MILLION..............	14	1	14.8	13.7	15.5	17.2	4	1	1.1	16.9
$100-249 MILLION............	16	2	16.1	14.0	16.8	18.7	6	2	1.2	17.1
$250-499 MILLION............	5	4	14.9	14.3	15.9	15.9	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS...................	89	4	13.6	11.6	12.7	14.3	27	3	.5	13.4
UNDER $50 MILLION...........	23	1	13.2	11.4	12.6	14.4	10	1	.6	13.1
$50-99 MILLION..............	26	2	12.7	11.4	12.6	14.6	7	2	.6	13.3
$100-249 MILLION............	26	4	12.6	11.5	12.6	13.3	9	4	.5	13.7
$250-499 MILLION............	9	4	14.5	12.2	14.5	15.5	*	-	-	-
$500-999 MILLION............	3	17	15.9	12.5	14.8	17.7	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
714 CLERK, SAFE DEPOSIT										
ALL BANKS	35	1	$12.9	$11.1	$12.5	$14.4	*	-	-	-
UNDER $50 MILLION	4	1	12.5	9.1	13.2	15.3	*	-	-	-
$50-99 MILLION	4	1	12.5	10.0	12.3	15.4	*	-	-	-
$100-249 MILLION	16	1	12.5	11.2	12.5	14.1	*	-	-	-
$250-499 MILLION	8	2	13.4	9.9	12.4	15.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS	22	1	25.0	20.3	23.6	28.4	7	1	.6	21.4
UNDER $50 MILLION	3	1	20.8	13.5	20.3	28.5	*	-	-	-
$50-99 MILLION	4	1	19.2	17.6	19.5	20.5	3	1	.8	19.6
$100-249 MILLION	7	1	28.9	22.0	26.7	48.5	3	1	.1	26.8
$250-499 MILLION	6	1	25.6	20.7	27.2	28.8	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS	55	2	18.7	16.0	18.0	21.3	21	1	1.0	19.7
UNDER $50 MILLION	12	1	16.4	14.9	15.8	17.8	6	1	.7	16.7
$50-99 MILLION	12	1	17.7	14.4	18.2	20.9	*	-	-	-
$100-249 MILLION	22	2	19.2	17.2	19.4	22.3	10	1	1.2	22.7
$250-499 MILLION	7	3	18.5	16.1	19.8	23.0	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
717 TELLER, HEAD										
ALL BANKS	75	3	14.8	12.8	14.4	16.0	27	2	.8	15.2
UNDER $50 MILLION	23	1	14.8	12.0	13.5	15.6	11	1	.8	14.7
$50-99 MILLION	20	2	14.2	12.4	13.7	15.9	7	2	.9	14.2
$100-249 MILLION	21	3	14.4	13.2	14.5	16.2	8	3	.6	16.3
$250-499 MILLION	7	4	15.4	12.8	15.0	15.9	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
718 TELLER II										
ALL BANKS	107	9	12.2	10.9	11.9	13.1	33	9	.6	12.3
UNDER $50 MILLION	33	3	12.1	10.8	12.0	13.5	15	4	.6	12.4
$50-99 MILLION	29	6	11.4	10.3	11.6	12.6	7	8	.7	11.3
$100-249 MILLION	29	12	12.3	11.4	12.3	13.0	9	14	.5	12.8
$250-499 MILLION	10	19	12.3	11.3	11.9	13.0	*	-	-	-
$500-999 MILLION	4	21	12.3	11.0	12.1	14.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
719 TELLER I										
ALL BANKS	70	6	10.1	9.6	10.3	10.9	21	3	.4	10.3
UNDER $50 MILLION	23	3	10.7	9.0	10.4	11.1	9	2	.3	9.8
$50-99 MILLION	16	4	9.1	8.3	10.0	11.2	4	4	.5	10.5
$100-249 MILLION	18	8	10.0	9.8	10.3	10.8	6	4	.4	10.9
$250-499 MILLION	7	5	10.1	9.0	10.1	10.7	*	-	-	-
$500-999 MILLION	4	19	10.5	10.1	10.5	11.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
720 TELLER, ATM										
ALL BANKS	17	1	$12.8	$11.3	$12.6	$13.9	3	1	$0.8	$13.7
UNDER $50 MILLION	5	1	11.9	11.3	12.3	13.1	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	13.6	12.6	13.7	14.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	73	2	13.0	11.6	12.5	14.5	22	2	.6	12.6
UNDER $50 MILLION	23	1	12.7	10.8	12.3	14.5	11	2	.6	12.1
$50-99 MILLION	19	2	11.9	10.1	12.3	14.8	4	5	.7	11.6
$100-249 MILLION	21	3	12.9	11.6	12.4	13.9	6	2	.7	13.4
$250-499 MILLION	7	4	14.6	12.5	13.0	15.7	*	-	-	-
$500-999 MILLION	3	4	13.8	13.2	14.0	14.1	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
722 TELLER, VAULT										
ALL BANKS	31	2	13.3	12.0	13.6	15.2	5	1	.7	15.6
UNDER $50 MILLION	7	1	12.9	10.8	13.2	13.6	*	-	-	-
$50-99 MILLION	3	1	12.4	11.9	12.0	13.8	*	-	-	-
$100-249 MILLION	12	2	13.6	11.7	14.0	15.5	4	1	.7	15.9
$250-499 MILLION	6	1	17.0	13.6	15.6	21.2	*	-	-	-
$500-999 MILLION	3	4	11.1	10.1	13.0	14.4	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS	75	6	10.4	8.8	10.4	11.3	15	4	.2	9.8
UNDER $50 MILLION	21	3	10.4	8.3	10.4	11.4	5	4	.1	8.1
$50-99 MILLION	21	3	9.4	8.3	9.8	11.0	4	2	.4	11.0
$100-249 MILLION	19	8	9.9	9.1	9.8	10.6	4	5	.1	9.5
$250-499 MILLION	10	10	10.3	9.8	10.6	11.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS	20	5	14.6	10.5	12.5	14.9	5	1	.4	12.4
UNDER $50 MILLION	4	1	12.1	10.9	12.7	13.9	*	-	-	-
$50-99 MILLION	5	3	11.4	10.6	10.9	12.4	*	-	-	-
$100-249 MILLION	7	3	15.6	9.9	10.9	16.6	3	1	.2	13.5
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS	32	1	56.5	48.4	57.1	68.7	16	1	4.6	63.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	35.1	15.0	33.3	57.0	*	-	-	-
$100-249 MILLION	18	1	54.6	48.0	53.8	58.7	11	1	3.0	54.3
$250-499 MILLION	6	1	66.6	50.0	70.1	79.2	*	-	-	-
$500-999 MILLION	3	1	70.0	60.9	64.1	85.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
802 MANAGER, TRUST DEPT.										
ALL BANKS	12	1	$36.4	$30.1	$39.0	$44.8	6	1	$3.9	$40.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	7	1	34.3	30.0	31.9	44.5	3	1	4.3	45.8
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS	14	1	37.1	18.5	36.9	52.0	6	1	1.4	33.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	1	33.6	18.5	34.3	44.0	4	1	1.9	41.9
$250-499 MILLION	4	1	38.4	19.5	39.7	56.3	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	19	1	35.0	27.8	33.4	40.0	4	1	2.5	32.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	10	1	30.6	26.2	28.0	32.6	4	1	2.5	32.4
$250-499 MILLION	5	2	40.5	38.8	42.4	43.2	*	-	-	-
$500-999 MILLION	3	1	35.3	26.8	39.0	40.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	12	1	22.4	19.3	21.8	24.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	22.1	19.4	22.3	24.8	*	-	-	-
$250-499 MILLION	5	1	22.6	20.0	21.1	25.7	*	-	-	-
$500-999 MILLION	3	2	22.4	18.3	22.5	23.4	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	9	1	33.8	26.3	32.8	47.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	35.7	24.2	32.8	50.0	*	-	-	-
$500-999 MILLION	3	1	40.8	24.0	47.3	51.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	8	1	20.8	18.0	21.3	24.7	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	18.8	16.0	18.3	22.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	22	1	24.3	18.3	22.7	26.3	8	1	$1.5	$25.3
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	12	1	20.7	16.0	21.5	24.1	6	1	1.2	20.9
$250-499 MILLION.............	5	1	24.6	22.0	24.6	25.8	*	-	-	-
$500-999 MILLION.............	3	1	33.2	25.3	29.7	44.5	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS....................	35	3	13.2	12.2	13.0	14.5	9	2	.8	14.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	11.2	7.5	11.6	14.5	*	-	-	-
$100-249 MILLION.............	21	2	13.3	12.4	13.0	14.2	8	2	.6	14.1
$250-499 MILLION.............	8	4	12.9	12.0	12.8	17.3	*	-	-	-
$500-999 MILLION.............	3	8	13.9	12.4	14.3	14.9	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES ---------------										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	41	1	34.4	25.0	31.5	39.3	18	1	3.2	41.6
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	10	1	26.0	22.5	25.9	26.2	*	-	-	-
$100-249 MILLION.............	18	1	31.0	22.4	30.8	38.0	10	1	1.6	32.3
$250-499 MILLION.............	8	1	45.5	36.6	41.9	59.9	4	1	5.0	64.7
$500-999 MILLION.............	3	1	39.8	30.3	31.5	57.7	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	14	1	25.8	24.3	25.5	28.0	6	1	1.4	28.4
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	7	1	24.8	24.3	26.0	28.0	4	1	1.6	27.9
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	33	1	16.9	14.0	16.0	17.9	7	1	.7	16.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	13.2	11.5	13.2	15.0	*	-	-	-
$100-249 MILLION.............	16	1	16.5	13.6	17.3	17.7	6	1	.7	16.5
$250-499 MILLION.............	10	2	16.7	14.2	14.9	20.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS	6	1	$25.3	$21.0	$24.8	$32.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	21.3	16.4	22.8	24.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS	6	1	14.6	12.6	15.0	16.5	3	1	.3	14.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	16.4	15.0	15.8	18.4	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
MARKETING										
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925 DIRECTOR OF MARKETING										
ALL BANKS	42	1	34.8	24.0	27.8	40.9	18	1	3.1	37.9
UNDER $50 MILLION	3	1	21.2	18.1	22.6	22.9	*	-	-	-
$50-99 MILLION	5	1	26.1	25.8	26.0	26.0	*	-	-	-
$100-249 MILLION	21	1	32.2	24.0	27.5	35.9	11	1	2.2	30.4
$250-499 MILLION	8	1	43.6	27.2	41.1	51.6	3	1	5.9	72.8
$500-999 MILLION	3	1	42.9	36.5	37.0	55.1	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
928 MARKETING COORDINATOR										
ALL BANKS	22	1	18.7	15.6	17.0	22.0	8	1	.9	19.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	15.5	14.0	15.1	17.6	*	-	-	-
$100-249 MILLION	11	1	18.7	15.3	16.8	22.0	7	1	.9	20.4
$250-499 MILLION	4	1	20.7	16.7	20.8	24.6	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ADMINISTRATIVE SERVICES										
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950 MANAGER, PURCHASING										
ALL BANKS	27	1	24.2	16.2	23.5	29.8	9	1	1.2	21.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	1	22.8	18.9	23.0	26.0	6	1	.8	19.8
$250-499 MILLION	8	1	23.9	14.7	23.9	33.7	*	-	-	-
$500-999 MILLION	3	1	26.2	18.0	26.0	34.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS	24	1	25.3	15.7	25.7	29.7	6	1	.7	17.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	11	1	20.0	14.4	19.3	26.0	3	1	.8	19.4
$250-499 MILLION	5	1	32.4	28.6	28.7	39.0	*	-	-	-
$500-999 MILLION	4	1	33.5	26.1	32.8	41.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS....................	11	2	$13.6	$11.0	$12.6	$15.6	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	4	2	13.5	9.4	11.5	14.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	5	12.0	8.4	12.4	13.1	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS....................	32	2	13.4	11.5	13.0	14.8	6	1	.5	12.6
UNDER $50 MILLION...........	4	1	12.5	9.9	12.1	15.4	3	1	.2	12.5
$50-99 MILLION..............	5	1	11.3	9.5	12.0	13.2	*	-	-	-
$100-249 MILLION............	13	1	13.8	11.9	13.8	16.2	*	-	-	-
$250-499 MILLION............	7	4	13.5	11.3	12.5	14.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
954 CUSTODIAN										
ALL BANKS....................	19	1	10.2	8.4	9.5	11.1	6	1	.6	11.0
UNDER $50 MILLION...........	7	1	10.3	7.8	9.0	9.6	4	1	.6	11.3
$50-99 MILLION..............	6	2	9.7	8.3	9.3	11.2	*	-	-	-
$100-249 MILLION............	4	2	10.5	9.0	10.9	14.6	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
955 MESSENGER/COURIER										
ALL BANKS....................	36	2	10.5	9.1	10.4	11.8	6	2	.4	11.4
UNDER $50 MILLION...........	3	1	11.1	9.0	12.0	12.2	*	-	-	-
$50-99 MILLION..............	6	1	10.7	9.6	10.8	11.4	*	-	-	-
$100-249 MILLION............	15	2	10.0	9.0	9.8	11.7	5	2	.4	11.4
$250-499 MILLION............	7	2	10.7	9.3	10.4	12.3	*	-	-	-
$500-999 MILLION............	4	3	10.2	9.8	10.5	11.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS....................	50	2	19.2	15.7	19.0	21.3	16	2	1.3	19.3
UNDER $50 MILLION...........	10	1	17.6	14.4	16.4	20.4	4	1	2.6	20.1
$50-99 MILLION..............	9	1	19.9	17.7	19.7	21.6	*	-	-	-
$100-249 MILLION............	20	2	18.4	16.7	18.8	20.2	8	2	.7	18.5
$250-499 MILLION............	6	3	20.1	12.4	19.2	27.8	*	-	-	-
$500-999 MILLION............	3	6	19.4	14.1	21.6	22.6	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS....................	65	2	18.4	13.9	17.7	20.4	23	1	.9	18.6
UNDER $50 MILLION...........	13	1	18.1	15.0	17.8	21.0	5	1	.6	17.1
$50-99 MILLION..............	17	2	16.5	12.6	15.9	19.8	4	2	1.5	20.9
$100-249 MILLION............	22	2	17.5	14.4	16.8	20.4	13	2	.8	18.5
$250-499 MILLION............	7	3	20.5	18.1	19.0	25.7	*	-	-	-
$500-999 MILLION............	4	4	19.7	17.2	19.2	27.6	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS..................	41	3	$13.9	$10.8	$12.8	$14.7	8	1	$0.9	$13.9
UNDER $50 MILLION...........	7	1	12.5	11.9	12.0	13.9	*	-	-	-
$50-99 MILLION..............	13	2	11.3	10.2	11.9	14.4	*	-	-	-
$100-249 MILLION............	11	2	11.9	10.8	12.0	13.5	3	2	.7	14.8
$250-499 MILLION............	7	8	15.2	12.1	15.0	17.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS..................	8	4	11.7	10.9	12.0	13.8	3	3	.5	12.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	4	10.0	8.5	11.3	14.1	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS..................	22	3	11.6	7.8	9.5	11.4	6	1	.2	11.2
UNDER $50 MILLION...........	7	1	9.3	6.9	7.8	12.4	*	-	-	-
$50-99 MILLION..............	6	2	10.7	7.2	10.1	10.6	*	-	-	-
$100-249 MILLION............	7	2	9.8	7.9	9.5	10.0	5	1	.2	11.2
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS..................	3	3	13.7	13.2	13.7	14.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS..................	5	4	12.5	11.1	12.6	13.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS..................	31	1	11.2	9.6	10.4	12.0	6	1	.2	10.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	11.0	10.1	11.0	11.9	*	-	-	-
$100-249 MILLION............	14	1	11.1	8.7	10.1	11.5	5	1	.1	10.2
$250-499 MILLION............	7	2	11.1	8.9	10.4	14.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
983 WORD PROCESSING OPERATOR										
ALL BANKS....................	24	1	$13.3	$11.3	$12.9	$14.6	7	1	$0.3	$12.0
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	13	1	12.2	11.2	12.0	14.4	5	1	.3	11.2
$250-499 MILLION............	8	1	13.5	11.3	12.9	14.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS....................	81	1	11.5	10.0	11.2	12.7	20	1	.5	11.1
UNDER $50 MILLION...........	18	1	11.4	10.2	10.8	12.0	4	1	.3	10.7
$50-99 MILLION..............	23	1	10.3	9.0	10.2	11.7	7	1	.5	11.0
$100-249 MILLION............	26	1	11.5	9.9	11.4	12.9	9	1	.5	11.3
$250-499 MILLION............	9	2	12.4	11.5	12.7	13.0	*	-	-	-
$500-999 MILLION............	3	2	12.3	11.5	12.6	12.7	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS....................	27	2	12.1	10.5	12.0	13.2	5	1	.5	10.3
UNDER $50 MILLION...........	3	1	10.6	7.3	12.0	12.6	*	-	-	-
$50-99 MILLION..............	3	1	10.4	9.0	9.1	14.4	*	-	-	-
$100-249 MILLION............	11	1	11.3	9.4	11.4	13.2	4	1	.6	11.0
$250-499 MILLION............	5	2	13.3	12.4	13.9	13.9	*	-	-	-
$500-999 MILLION............	3	2	12.5	11.0	12.8	12.9	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region IX Mountain

Arizona
Colorado
Idaho
Montana
New Mexico
Utah
Wyoming

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY			PERCENTILES			BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS..................	77	1	$83.7	$61.0	$75.1	$94.1	61	1	$13.5	$101.3
UNDER $50 MILLION...........	31	1	58.7	48.1	58.0	67.0	24	1	8.7	67.6
$50-99 MILLION..............	18	1	78.8	68.1	76.1	80.1	15	1	11.1	95.9
$100-249 MILLION............	23	1	98.2	85.1	94.1	107.5	17	1	19.5	115.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	211.7	150.2	230.1	255.1	3	1	24.5	267.0
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS..................	36	1	50.7	40.1	48.5	59.6	26	1	5.5	57.6
UNDER $50 MILLION...........	11	1	39.5	33.0	37.5	43.2	6	1	3.2	43.1
$50-99 MILLION..............	7	1	49.9	44.0	51.5	56.0	6	1	4.8	54.0
$100-249 MILLION............	14	1	52.7	42.7	49.5	62.5	10	1	7.7	59.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	82.3	60.0	87.1	100.0	3	1	6.0	99.5
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS..................	38	1	59.3	36.2	51.7	72.1	28	1	6.6	65.4
UNDER $50 MILLION...........	14	1	35.9	26.6	34.4	42.0	10	1	1.7	34.8
$50-99 MILLION..............	6	1	50.2	40.1	50.5	61.5	5	1	8.4	62.2
$100-249 MILLION............	14	1	72.0	51.3	66.8	82.4	9	1	8.7	83.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	116.2	72.1	126.6	150.1	3	1	18.5	156.8
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
202 CONTROLLER										
ALL BANKS..................	20	1	37.7	30.6	36.4	42.3	5	1	3.3	46.4
UNDER $50 MILLION...........	4	1	27.5	20.2	26.2	36.2	*	-	-	-
$50-99 MILLION..............	3	1	35.1	29.3	38.0	38.0	*	-	-	-
$100-249 MILLION............	9	1	37.8	33.0	35.0	36.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	48.4	38.5	48.3	58.5	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
203 ACCOUNTANT										
ALL BANKS...................	12	2	$25.2	$21.7	$23.5	$31.0	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	26.7	20.7	27.0	32.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	4	25.2	21.6	22.9	32.4	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS...................	6	1	48.0	35.6	55.0	57.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	38.8	24.8	35.6	56.0	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	3	1	57.2	54.0	57.0	60.7	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS...................	14	1	23.6	18.0	23.2	26.7	4	1	1.6	26.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	21.8	19.1	23.2	24.6	4	1	1.6	26.0
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	3	1	33.7	26.7	37.0	37.5	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS...................	38	2	15.5	13.9	15.8	17.1	9	2	.9	15.0
UNDER $50 MILLION...........	6	1	15.4	13.7	15.0	17.6	*	-	-	-
$50-99 MILLION..............	7	1	15.4	14.0	16.0	17.6	3	2	.4	15.4
$100-249 MILLION............	20	2	15.5	13.1	15.5	17.2	6	1	1.2	14.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	7	15.4	14.8	16.8	17.1	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS...................	24	2	13.0	11.0	12.5	15.1	6	2	.7	11.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	15.0	10.9	13.8	20.4	*	-	-	-
$100-249 MILLION............	16	2	12.8	11.0	12.2	15.1	5	2	.7	11.9
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
AUDIT & LEGAL -------------										
301 AUDITOR										
ALL BANKS...................	22	1	30.4	21.5	27.9	32.9	13	1	2.6	36.1
UNDER $50 MILLION...........	4	1	17.0	12.8	17.5	20.8	3	1	1.4	20.1
$50-99 MILLION..............	5	1	24.4	21.5	24.0	27.0	3	1	1.1	29.1
$100-249 MILLION............	11	1	31.8	27.8	32.4	35.0	5	1	2.2	32.6
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS....................	21	1	$28.8	$23.7	$28.2	$31.9	11	1	$1.4	$27.0
UNDER $50 MILLION...........	8	1	27.2	22.3	26.1	36.1	5	1	1.1	27.1
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	26.9	23.8	26.0	31.2	5	1	2.3	24.5
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS....................	13	4	30.8	16.7	18.5	24.5	4	1	2.1	21.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	1	17.8	13.8	18.0	19.2	3	1	2.1	21.3
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
LENDING										
-------										
401 HEAD OF LENDING										
ALL BANKS....................	41	1	51.2	41.5	48.7	62.5	29	1	7.7	60.4
UNDER $50 MILLION...........	13	1	41.0	34.5	43.0	47.1	10	1	8.8	51.3
$50-99 MILLION........,.....	12	1	50.3	40.4	47.7	64.7	8	1	7.8	60.1
$100-249 MILLION............	14	1	56.2	48.7	56.0	68.4	10	1	6.9	63.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS....................	31	1	24.2	19.0	23.3	29.6	12	1	1.3	24.9
UNDER $50 MILLION...........	9	1	20.6	16.0	19.0	25.0	5	1	1.6	25.1
$50-99 MILLION...............	6	1	27.7	24.0	28.0	30.0	5	1	1.0	27.7
$100-249 MILLION............	12	1	23.9	19.5	22.5	24.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	24.7	20.8	27.6	29.6	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS....................	12	1	27.4	22.7	25.2	30.4	4	1	1.8	30.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	5	1	24.3	23.1	24.0	24.5	3	1	.9	23.2
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS....................	3	1	42.3	34.1	39.0	62.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	*	-	-	-
							-	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS..................	4	2	34.2	29.6	32.0	48.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	3	2	30.4	29.4	30.0	33.9	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	*	-	-	-
							-	-	-	-
407 CREDIT ANALYST II										
ALL BANKS..................	11	2	25.2	21.0	26.0	29.3	5	1	1.3	22.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	25.1	18.2	27.7	29.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	3	26.8	25.6	29.2	29.3	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
408 CREDIT ANALYST I										
ALL BANKS..................	14	1	21.3	16.5	19.7	23.0	4	1	.7	18.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	21.0	16.5	23.0	25.6	*	-	-	-
$100-249 MILLION............	4	1	16.9	13.8	17.1	19.7	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS..................	11	1	39.3	33.2	43.7	50.0	4	2	13.5	54.4
UNDER $50 MILLION...........	4	1	38.7	32.3	38.5	45.4	*	-	-	-
$50-99 MILLION..............	3	3	36.6	35.1	36.4	46.2	*	-	-	-
$100-249 MILLION............	3	1	54.2	50.0	50.5	62.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS..................	18	1	37.6	30.0	36.8	43.5	9	2	3.8	40.4
UNDER $50 MILLION...........	4	1	31.0	25.5	31.6	35.8	*	-	-	-
$50-99 MILLION..............	8	1	36.1	29.4	36.0	42.4	5	1	4.2	41.5
$100-249 MILLION............	6	2	42.0	38.8	43.7	49.4	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS....................	23	1	$30.4	$26.3	$28.9	$34.2	9	2	$2.0	$33.7
UNDER $50 MILLION...........	9	1	29.3	26.3	28.5	32.4	4	1	2.0	34.9
$50-99 MILLION..............	10	2	29.1	27.6	29.0	33.3	4	2	1.7	30.0
$100-249 MILLION............	4	1	38.3	27.2	36.5	51.1	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	19	1	22.8	19.5	21.5	29.0	12	2	1.2	21.4
UNDER $50 MILLION...........	10	1	22.3	19.1	21.3	27.0	7	1	1.1	21.4
$50-99 MILLION..............	5	2	22.5	20.5	20.6	21.9	3	4	1.3	22.5
$100-249 MILLION............	4	2	24.0	15.0	27.8	35.5	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	32	2	14.2	12.3	14.0	15.7	12	2	.8	14.0
UNDER $50 MILLION...........	13	1	13.6	11.3	12.2	15.5	8	1	.9	14.7
$50-99 MILLION..............	11	2	14.9	12.5	14.9	16.4	3	2	.3	11.8
$100-249 MILLION............	7	3	13.9	12.7	13.5	14.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	20	2	12.5	11.3	12.7	13.8	9	1	.7	13.4
UNDER $50 MILLION...........	9	1	12.2	12.0	12.8	13.5	6	1	.7	13.8
$50-99 MILLION..............	7	2	13.9	12.2	14.1	15.5	*	-	-	-
$100-249 MILLION............	4	2	11.1	10.5	11.1	12.3	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	34	2	13.1	12.3	13.3	14.4	12	2	.8	13.5
UNDER $50 MILLION...........	14	2	13.7	12.4	14.0	14.4	5	1	.9	13.9
$50-99 MILLION..............	7	2	14.3	12.5	13.5	15.9	3	1	.8	13.8
$100-249 MILLION............	12	3	12.0	10.5	12.9	13.9	4	3	.7	13.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	22	1	40.0	30.0	40.3	48.0	12	1	2.5	43.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	32.7	28.2	30.0	40.0	*	-	-	-
$100-249 MILLION............	13	1	39.4	33.4	40.6	47.0	7	1	3.4	45.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	55.8	42.4	57.0	68.0	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS	14	1	$41.2	$28.3	$40.2	$50.0	8	1	$2.2	$39.5
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	40.4	28.3	35.0	49.3	4	1	2.9	39.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	47.8	41.5	50.0	52.0	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS	23	2	26.2	22.2	28.1	31.3	9	1	2.4	27.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	26.6	19.8	27.4	32.6	*	-	-	-
$100-249 MILLION	13	2	24.2	22.0	26.0	31.0	6	1	2.4	27.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	3	30.0	28.1	30.3	41.0	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS	12	1	21.4	17.9	20.3	23.9	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	9	1	19.4	18.0	19.7	21.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS	20	1	14.0	12.0	14.0	17.0	6	1	.5	11.8
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	5	1	11.7	10.1	12.0	13.0	3	1	.2	11.3
$100-249 MILLION	12	1	14.1	12.1	14.0	17.1	3	1	.8	12.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS	26	3	15.1	13.2	14.1	15.9	9	2	.5	12.8
UNDER $50 MILLION	4	2	13.1	11.9	14.0	16.4	*	-	-	-
$50-99 MILLION	3	2	12.3	10.3	14.8	15.0	*	-	-	-
$100-249 MILLION	14	3	15.5	12.4	13.9	15.7	6	2	.7	14.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	5	16.6	15.9	16.9	18.5	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS	18	1	46.1	41.5	46.3	52.0	10	1	3.3	48.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	12	1	43.3	40.6	44.4	48.8	8	1	3.6	47.8
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS	27	1	$44.9	$35.7	$42.2	$46.6	9	1	$2.1	$49.1
UNDER $50 MILLION	7	1	35.5	30.0	35.7	40.3	3	2	.8	42.2
$50-99 MILLION	5	1	42.7	40.0	42.2	47.0	*	-	-	-
$100-249 MILLION	11	1	42.2	40.5	42.7	46.0	3	1	2.7	39.4
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS	26	2	38.2	33.8	35.4	40.0	6	2	1.4	32.8
UNDER $50 MILLION	3	1	32.5	25.3	33.8	38.5	*	-	-	-
$50-99 MILLION	7	1	34.3	28.8	35.0	36.5	3	1	.7	29.5
$100-249 MILLION	11	1	35.7	33.8	35.0	37.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	9	41.0	39.7	40.6	42.7	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS	18	3	31.8	26.7	29.9	31.5	3	1	.3	27.4
UNDER $50 MILLION	3	1	26.5	24.5	25.0	30.0	*	-	-	-
$50-99 MILLION	4	2	29.0	24.1	28.8	31.9	*	-	-	-
$100-249 MILLION	6	1	29.0	27.0	30.0	30.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	9	34.0	29.7	34.6	36.3	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS	26	2	14.4	12.2	15.0	17.0	7	3	.6	13.9
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	5	2	14.1	14.5	14.5	17.0	*	-	-	-
$100-249 MILLION	17	2	14.0	12.0	15.2	16.2	4	3	.9	14.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS	15	1	14.4	13.0	14.6	15.3	5	1	.7	14.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	2	15.9	15.1	15.3	16.4	*	-	-	-
$100-249 MILLION	7	1	13.2	11.9	13.4	14.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS	23	1	36.4	32.4	35.8	42.7	11	1	2.6	35.8
UNDER $50 MILLION	3	1	31.5	27.6	32.0	35.0	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	17	1	34.8	32.5	36.8	40.5	8	2	2.8	36.7
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	16	3	$29.5	$28.4	$33.5	$38.3	6	1	$1.7	$35.8
UNDER $50 MILLION	4	1	29.8	24.0	31.7	33.6	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	32.9	28.4	33.6	39.0	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	31	3	24.8	22.9	26.3	30.2	10	1	1.8	26.5
UNDER $50 MILLION	6	1	26.0	24.2	25.2	28.1	3	1	.7	25.1
$50-99 MILLION	4	1	30.3	23.3	31.5	36.0	*	-	-	-
$100-249 MILLION	16	1	25.3	22.2	25.9	27.0	6	1	2.6	27.4
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	17	23.6	22.9	23.0	33.2	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	24	2	21.5	19.4	20.9	24.2	5	1	.5	22.6
UNDER $50 MILLION	3	1	24.2	23.0	24.0	25.5	*	-	-	-
$50-99 MILLION	7	1	22.4	20.2	23.2	24.6	*	-	-	-
$100-249 MILLION	11	2	21.0	18.6	19.4	21.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	11	1	23.0	19.3	23.3	24.7	3	1	1.9	23.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	5	1	22.0	19.3	23.3	23.8	3	1	1.9	23.0
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	29.8	24.4	27.9	37.2	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	24	2	16.1	14.7	17.1	19.0	5	2	.9	17.9
UNDER $50 MILLION	4	1	16.7	15.7	15.9	18.5	*	-	-	-
$50-99 MILLION	4	2	17.2	16.6	17.4	18.8	*	-	-	-
$100-249 MILLION	11	1	18.2	17.1	18.7	19.5	3	2	2.3	21.3
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	5	14.2	13.7	14.3	14.4	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	29	2	13.2	11.9	13.3	14.8	8	2	.5	12.4
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	12.8	10.5	13.1	14.5	*	-	-	-
$100-249 MILLION	17	2	13.0	11.9	12.8	15.6	5	3	.7	13.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS..................	21	2	$13.0	$12.2	$12.9	$14.1	6	2	$0.5	$14.1
UNDER $50 MILLION..........	3	2	12.3	10.7	12.7	16.9	*	-	-	-
$50-99 MILLION.............	3	1	14.4	13.0	14.3	17.4	*	-	-	-
$100-249 MILLION...........	12	3	12.8	11.6	12.4	13.6	3	4	.8	12.3
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS..................	8	1	45.7	37.4	42.0	58.8	4	1	2.6	49.2
UNDER $50 MILLION..........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS..................	9	1	31.3	30.8	32.9	35.7	5	1	1.1	32.0
UNDER $50 MILLION..........	3	1	34.9	32.9	35.7	36.0	*	-	-	-
$50-99 MILLION.............	3	1	28.2	18.2	31.0	35.5	*	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
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501 HEAD OF OPERATIONS										
ALL BANKS..................	39	1	36.8	23.2	36.0	45.0	23	1	4.8	44.1
UNDER $50 MILLION..........	13	1	23.5	21.0	22.5	24.0	8	1	6.1	31.5
$50-99 MILLION.............	8	1	32.1	25.7	34.3	38.2	5	1	2.0	36.3
$100-249 MILLION...........	15	1	45.6	38.5	43.0	56.3	8	1	5.7	57.0
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS..................	15	1	20.1	15.0	18.0	23.0	7	1	.9	19.1
UNDER $50 MILLION..........	5	1	16.2	15.0	16.0	16.5	3	1	1.0	18.3
$50-99 MILLION.............	5	1	21.7	17.4	23.0	25.8	4	1	.8	20.0
$100-249 MILLION...........	4	1	19.3	15.8	19.9	22.4	*	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS..................	40	1	19.0	16.1	18.0	20.2	11	1	.9	18.0
UNDER $50 MILLION..........	10	1	16.0	15.3	16.1	17.0	3	1	1.1	17.3
$50-99 MILLION.............	11	1	19.1	18.0	19.0	21.9	5	1	.5	19.1
$100-249 MILLION...........	15	1	19.5	15.6	17.8	22.3	3	1	1.2	17.1
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER..........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
510 SORTER OPERATOR										
ALL BANKS....................	10	2	$12.0	$10.4	$10.7	$12.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	10.7	10.0	10.5	10.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS....................	10	3	12.4	10.0	12.1	14.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	12.2	9.6	11.7	14.6	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS....................	15	1	32.8	25.0	34.0	38.0	6	1	1.5	26.0
UNDER $50 MILLION...........	3	1	28.5	16.0	25.0	44.6	*	-	-	-
$50-99 MILLION..............	4	1	33.5	26.3	36.3	37.9	*	-	-	-
$100-249 MILLION............	6	1	31.1	26.2	28.5	36.6	3	1	1.4	29.1
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS....................	14	1	20.7	18.0	20.1	22.8	5	1	1.3	17.9
UNDER $50 MILLION...........	4	1	21.2	15.4	20.1	24.6	*	-	-	-
$50-99 MILLION..............	3	1	20.7	18.0	20.8	23.2	*	-	-	-
$100-249 MILLION............	6	1	20.2	17.0	18.6	20.1	3	1	1.3	17.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS....................	5	1	26.7	21.7	24.5	32.2	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS....................	6	1	21.8	19.3	20.2	23.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	21.3	19.3	20.9	23.6	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
516 CLERK, WIRE TRANSFER										
ALL BANKS	16	2	$14.4	$12.1	$13.7	$16.5	3	1	$1.4	$14.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	15.8	12.7	16.0	18.4	*	-	-	-
$100-249 MILLION	8	1	14.5	12.0	13.1	16.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	3	13.3	11.1	13.0	16.2	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS	4	3	12.8	10.7	12.1	15.0	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS	14	1	40.3	20.4	38.3	52.5	8	1	$3.2	$41.7
UNDER $50 MILLION	6	1	24.8	19.4	20.4	21.0	4	1	1.4	21.7
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	1	41.3	29.0	49.0	52.4	3	1	4.6	48.6
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS	6	2	47.5	15.8	41.8	59.4	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
603 PROGRAMMER II										
ALL BANKS	7	7	31.0	26.3	33.2	35.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	1	29.8	19.5	34.8	35.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	13	31.4	26.3	33.2	39.0	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
604 PROGRAMMER I										
ALL BANKS	7	2	22.5	18.0	22.1	22.6	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	1	23.4	16.3	20.2	33.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	4	6	40.7	37.0	41.7	47.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
606 SYSTEMS ANALYST										
ALL BANKS....................	6	9	$37.0	$21.0	$26.0	$32.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	23.2	19.1	21.0	26.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
607 DATA ENTRY										
ALL BANKS....................	17	4	13.8	10.3	11.4	14.2	7	1	$1.1	$12.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	1	11.9	10.9	11.2	12.5	3	1	1.1	12.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	14	14.5	12.8	14.7	14.8	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS....................	11	1	34.9	23.6	33.2	42.0	4	1	1.3	23.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	1	33.9	30.0	33.2	40.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	50.3	34.6	49.5	66.8	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS....................	11	2	25.5	17.7	20.6	26.8	3	1	1.4	18.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	7	1	21.0	17.7	20.3	26.4	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS....................	28	3	15.1	11.6	13.3	14.7	12	2	.7	13.2
UNDER $50 MILLION...........	8	1	12.2	10.5	12.0	14.2	6	1	.7	13.2
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	14	2	13.4	12.6	13.3	14.2	5	2	.7	13.3
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	13	17.4	16.7	17.2	19.4	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
RETAIL BANKING ---------------										
701 HEAD OF RETAIL BANKING										
ALL BANKS....................	9	1	54.6	35.8	48.0	68.7	6	1	4.5	61.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	37.9	28.8	36.8	48.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	1	71.7	68.6	68.7	78.0	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
702 SECRETARY, RETAIL BANKING										
ALL BANKS..................	4	1	$17.2	$13.9	$17.2	$20.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS..................	9	1	42.1	35.0	37.8	52.9	5	2	$4.2	$38.0
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	2	33.7	25.2	36.5	37.8	4	2	4.2	38.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
704 BRANCH MANAGER III										
ALL BANKS..................	11	3	42.1	31.5	38.5	45.0	7	4	3.0	38.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	3	1	34.0	27.5	31.5	38.5	*	-	-	-
$100-249 MILLION............	5	1	38.0	32.4	32.5	42.5	5	1	3.8	39.2
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
705 BRANCH MANAGER II										
ALL BANKS..................	10	5	33.6	27.8	30.4	37.0	6	5	2.4	36.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	6	3	32.7	27.8	30.2	37.0	5	3	2.6	35.1
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
706 BRANCH MANAGER I										
ALL BANKS..................	16	3	22.4	18.7	22.2	27.4	8	2	2.1	28.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	9	2	23.3	19.1	22.4	26.3	6	2	1.9	27.7
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS..................	4	4	29.9	16.1	26.5	37.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS	6	5	$23.1	$19.5	$21.5	$26.7	4	3	$1.6	$25.4
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	3	20.7	16.9	20.7	33.6	4	3	1.6	25.4
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS	6	2	21.9	16.0	21.8	29.5	3	2	.8	20.1
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	3	2	22.5	16.0	21.5	29.5	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS	13	1	22.6	17.0	19.3	24.5	4	1	1.3	22.3
UNDER $50 MILLION	7	1	17.7	15.6	17.5	19.3	3	1	1.3	22.3
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	1	23.8	17.0	22.2	32.2	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS	9	3	23.5	18.0	19.0	24.8	3	2	.7	19.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	4	2	20.9	18.0	18.5	23.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS	37	3	16.3	14.3	15.3	17.5	10	2	1.5	18.2
UNDER $50 MILLION	9	1	14.5	14.0	15.0	16.0	*	-	-	-
$50-99 MILLION	9	1	16.5	14.5	16.9	17.5	3	1	.5	18.2
$100-249 MILLION	15	2	15.4	14.1	14.5	18.3	5	3	2.1	18.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS	53	4	14.3	11.5	13.0	14.4	15	3	.6	12.4
UNDER $50 MILLION	16	2	12.3	11.1	12.2	13.5	6	1	.4	12.0
$50-99 MILLION	14	2	13.7	12.3	13.7	15.8	3	2	.3	11.8
$100-249 MILLION	18	4	13.3	12.2	13.1	14.4	6	4	.9	13.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	20	16.8	13.6	16.8	20.1	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
714 CLERK, SAFE DEPOSIT										
ALL BANKS..................	22	1	$12.3	$10.6	$11.8	$13.8	5	1	$0.6	$11.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	6	1	11.1	9.2	11.5	14.0	*	-	-	-
$100-249 MILLION............	13	1	12.7	11.2	11.7	13.4	3	1	.9	12.5
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS..................	17	1	22.6	17.8	20.2	23.0	4	2	1.2	15.6
UNDER $50 MILLION...........	5	1	13.9	12.1	13.0	15.8	3	1	1.3	12.9
$50-99 MILLION..............	3	1	20.8	20.0	20.0	23.0	*	-	-	-
$100-249 MILLION............	6	1	23.3	20.2	21.4	25.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS..................	42	3	19.6	16.7	19.1	20.6	11	2	1.4	20.8
UNDER $50 MILLION...........	9	1	16.1	13.6	16.0	18.2	3	1	1.3	19.0
$50-99 MILLION..............	11	1	17.8	16.6	18.8	20.0	3	3	.5	19.3
$100-249 MILLION............	17	2	19.7	17.4	19.5	20.8	5	3	1.6	22.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	17	20.6	20.0	20.7	22.7	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
717 TELLER, HEAD										
ALL BANKS..................	52	3	14.7	13.2	14.8	16.0	13	2	.4	14.5
UNDER $50 MILLION...........	17	1	13.5	12.0	13.5	15.0	6	1	.3	13.7
$50-99 MILLION..............	14	2	14.4	14.4	15.1	15.7	3	2	.4	16.2
$100-249 MILLION............	16	2	14.9	13.9	15.2	17.0	4	4	.7	14.9
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	11	15.5	15.2	15.5	16.5	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
718 TELLER II										
ALL BANKS..................	66	7	12.6	10.9	11.9	12.8	23	5	.6	11.4
UNDER $50 MILLION...........	25	3	11.4	10.4	11.7	12.4	13	3	.8	11.6
$50-99 MILLION..............	15	5	11.9	10.9	11.8	13.2	5	4	.2	10.6
$100-249 MILLION............	21	8	11.8	11.2	11.9	12.7	5	12	.6	11.8
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	36	15.3	13.8	13.9	16.2	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
719 TELLER I										
ALL BANKS..................	61	6	10.9	9.5	10.4	11.5	21	4	.4	10.1
UNDER $50 MILLION...........	24	2	9.9	8.7	9.9	11.3	12	3	.3	9.9
$50-99 MILLION..............	12	5	10.7	9.8	11.0	12.3	*	-	-	-
$100-249 MILLION............	20	9	10.6	9.5	10.1	11.2	7	7	.6	10.3
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	17	12.6	11.3	12.7	13.5	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
720 TELLER, ATM										
ALL BANKS	4	3	$11.6	$10.9	$13.1	$15.6	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS	23	2	13.6	11.8	13.0	15.9	7	2	.6	12.6
UNDER $50 MILLION	5	1	13.4	10.1	13.0	13.7	*	-	-	-
$50-99 MILLION	6	2	15.0	13.4	15.5	17.7	*	-	-	-
$100-249 MILLION	12	2	13.2	11.9	12.9	13.9	3	2	.9	12.6
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
722 TELLER, VAULT										
ALL BANKS	23	2	12.9	11.6	12.8	13.9	5	2	.8	12.7
UNDER $50 MILLION	3	1	13.1	12.5	13.0	13.9	*	-	-	-
$50-99 MILLION	3	1	13.1	9.9	11.2	18.1	*	-	-	-
$100-249 MILLION	13	3	12.8	12.0	12.8	13.5	3	3	1.3	12.1
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS	42	6	10.9	9.8	10.9	11.9	7	2	.4	11.2
UNDER $50 MILLION	11	3	10.9	8.8	11.9	13.5	3	2	.2	11.9
$50-99 MILLION	9	6	10.0	9.7	10.4	11.3	*	-	-	-
$100-249 MILLION	19	8	10.4	9.8	10.8	11.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS	8	6	12.6	10.8	12.4	13.9	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	6	5	11.8	10.4	12.4	12.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
TRUST										
-----										
801 HEAD OF TRUST										
ALL BANKS	16	1	57.8	42.5	56.1	71.3	8	1	3.9	77.6
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	10	1	54.9	42.0	51.9	66.2	4	1	2.8	65.2
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	1	79.7	57.7	79.1	102.5	3	1	5.5	96.3
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
802 MANAGER, TRUST DEPT.										
ALL BANKS....................	9	1	$46.7	$36.6	$43.3	$54.6	3	1	$11.6	$59.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	5	1	44.9	42.7	43.3	50.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS....................	6	2	39.8	25.9	42.2	44.1	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	2	40.9	25.9	43.9	44.1	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS....................	13	2	35.6	30.2	37.0	40.2	4	2	1.3	32.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	2	31.7	28.4	31.3	39.0	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	3	39.8	37.0	40.2	43.6	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS....................	15	1	24.8	20.6	22.5	25.9	3	1	1.7	22.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	24.2	21.3	23.2	24.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS....................	4	2	40.2	36.2	39.0	56.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS....................	7	2	26.4	20.6	22.0	27.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	3	29.1	22.0	27.0	40.6	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
808 SECURITIES ANALYST										
ALL BANKS....................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS....................	10	1	$32.1	$22.6	$26.7	$32.3	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	6	1	24.3	19.8	24.2	27.2	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	3	2	42.8	30.0	39.3	66.0	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS....................	18	4	13.6	11.9	14.1	15.0	3	2	.4	11.8
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	12.8	12.3	12.4	14.3	*	-	-	-
$100-249 MILLION.............	10	3	14.0	11.9	14.3	15.0	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	3	10	13.5	11.7	14.3	16.0	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES ---------------										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS....................	13	1	38.7	28.8	32.5	46.3	6	1	2.3	31.3
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	8	1	31.2	25.1	30.0	39.9	4	1	2.3	31.3
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS....................	10	1	32.4	26.0	27.0	30.6	4	1	2.3	28.4
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	6	1	25.7	22.1	26.2	27.5	3	1	3.0	27.1
$250-499 MILLION.............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS....................	15	1	20.6	16.7	20.1	25.0	3	1	1.0	23.1
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	10	1	18.7	14.2	18.8	25.0	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS..................	4	1	$21.6	$18.9	$22.3	$23.7	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	20.8	17.9	22.0	22.6	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS..................	6	4	16.2	14.5	16.0	18.0	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
MARKETING ---------										
925 DIRECTOR OF MARKETING										
ALL BANKS..................	24	1	35.6	27.7	34.4	42.2	13	1	2.6	37.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	16	1	35.5	30.8	34.4	40.6	9	1	2.9	41.1
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS..................	7	1	18.0	14.4	18.4	21.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	16.8	13.4	16.4	20.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES ----------------------										
950 MANAGER, PURCHASING										
ALL BANKS..................	6	1	36.2	27.2	34.4	49.9	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	3	1	32.0	27.2	28.8	40.0	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS..................	11	1	26.8	16.2	24.3	30.8	4	1	1.5	29.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	1	23.1	16.2	24.3	29.5	3	1.	1.0	19.9
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
952 SECURITY GUARD										
ALL BANKS..................	9	3	$14.3	$13.6	$14.1	$15.6	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	2	14.9	13.0	15.1	18.8	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS..................	14	2	14.9	11.7	13.9	16.1	*	-	-	-
UNDER $50 MILLION...........	3	1	12.2	8.4	13.9	14.4	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	9	1	15.4	11.7	13.8	17.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
954 CUSTODIAN										
ALL BANKS..................	10	1	12.9	9.6	12.5	15.9	4	1	.3	12.3
UNDER $50 MILLION...........	3	1	11.4	8.4	9.6	16.3	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	2	12.0	8.4	12.2	15.5	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
955 MESSENGER/COURIER										
ALL BANKS..................	17	3	10.7	8.8	10.0	12.1	3	3	.5	8.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	2	10.7	9.9	10.8	10.9	*	-	-	-
$100-249 MILLION............	9	2	9.9	8.2	9.2	12.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	4	12.3	11.1	12.1	15.2	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
OFFICE SERVICES										
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975 ADMINISTRATIVE ASST.										
ALL BANKS..................	23	2	19.2	16.5	19.0	20.3	8	1	.6	19.4
UNDER $50 MILLION...........	6	1	17.4	15.5	18.4	19.6	*	-	-	-
$50-99 MILLION..............	8	1	19.5	16.9	19.0	22.1	4	1	.5	18.2
$100-249 MILLION............	5	2	16.7	14.8	17.1	17.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	2	26.3	22.6	25.4	41.8	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS..................	42	2	18.6	15.6	17.8	19.5	11	1	.9	16.4
UNDER $50 MILLION...........	14	1	15.4	14.0	16.3	18.0	5	1	1.0	15.8
$50-99 MILLION..............	7	1	17.5	15.0	17.9	19.5	*	-	-	-
$100-249 MILLION............	16	1	18.4	16.0	18.0	19.7	4	1	1.1	18.0
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	3	15	19.7	15.9	19.3	25.3	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	29	4	$13.9	$12.2	$12.8	$14.5	5	1	$0.4	$8.9
UNDER $50 MILLION	6	1	11.4	9.0	11.1	13.0	*	-	-	-
$50-99 MILLION	8	1	13.5	11.9	14.0	14.5	*	-	-	-
$100-249 MILLION	10	4	13.3	12.2	12.8	13.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	16	14.7	12.6	15.3	16.1	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
978 CLERK I										
ALL BANKS	8	2	10.7	9.9	11.2	12.1	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	19	3	10.6	9.9	10.4	11.8	*	-	-	-
UNDER $50 MILLION	4	2	10.2	8.2	10.5	11.5	*	-	-	-
$50-99 MILLION	5	1	11.3	9.9	10.4	15.2	*	-	-	-
$100-249 MILLION	8	2	10.7	10.0	10.4	11.4	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	9	3	13.8	13.8	13.9	17.3	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	5	13.3	12.2	13.9	13.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	4	1	10.6	9.9	10.2	12.2	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS	20	2	11.4	8.9	11.0	13.2	4	1	.4	8.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	3	1	12.1	10.4	11.2	14.8	*	-	-	-
$100-249 MILLION	12	1	11.1	8.4	10.0	13.0	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	2	12.7	11.6	13.1	14.0	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
983 WORD PROCESSING OPERATOR										
ALL BANKS	15	2	$13.8	$11.0	$13.1	$14.6	3	1	$0.2	$10.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	2	12.7	10.1	11.5	14.6	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	5	15.0	13.0	13.6	18.3	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS	38	1	11.2	9.6	11.1	12.5	10	1	.5	9.7
UNDER $50 MILLION	8	1	11.1	9.5	11.3	12.5	*	-	-	-
$50-99 MILLION	8	1	9.9	8.3	9.6	11.4	3	1	.2	7.7
$100-249 MILLION	17	1	11.0	9.7	11.0	12.5	5	1	.7	10.6
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	3	3	13.1	12.0	13.2	15.2	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS	19	1	11.8	10.9	11.4	13.1	3	1	.1	11.5
UNDER $50 MILLION	4	1	10.2	9.4	10.3	10.9	*	-	-	-
$50-99 MILLION	6	1	11.2	9.2	11.6	12.2	*	-	-	-
$100-249 MILLION	7	1	12.6	11.4	11.7	13.2	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

Region X Pacific

Alaska
California
Hawaii
Nevada
Oregon
Washington

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS	88	1	$109.3	$85.1	$100.1	$125.0	64	1	$36.2	$150.1
UNDER $50 MILLION	23	1	79.1	72.0	80.3	87.1	16	1	8.0	86.8
$50-99 MILLION	25	1	104.3	90.0	95.6	115.1	18	1	37.6	144.6
$100-249 MILLION	24	1	121.6	101.4	120.0	132.8	17	1	56.1	186.1
$250-499 MILLION	12	1	143.0	121.6	137.9	166.8	11	1	33.2	159.8
$500-999 MILLION	3	1	105.7	72.1	120.1	125.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS	60	1	65.5	54.0	61.8	72.6	43	1	14.8	81.1
UNDER $50 MILLION	11	1	51.5	41.0	50.0	56.7	6	1	4.7	55.1
$50-99 MILLION	17	1	66.1	58.0	63.0	70.1	13	1	13.9	79.2
$100-249 MILLION	18	1	67.4	55.0	65.3	72.1	13	1	19.7	85.1
$250-499 MILLION	10	1	70.6	60.9	68.8	80.1	9	1	14.7	84.9
$500-999 MILLION	3	1	68.9	60.0	61.6	85.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS	42	1	70.1	53.8	64.6	80.1	30	1	14.4	86.7
UNDER $50 MILLION	8	1	55.6	50.6	53.7	62.2	6	1	5.4	58.3
$50-99 MILLION	13	1	64.5	52.0	63.7	78.1	9	1	9.0	70.5
$100-249 MILLION	12	1	73.6	60.5	73.8	87.1	9	1	26.5	108.0
$250-499 MILLION	7	1	88.9	72.8	85.1	100.4	5	1	13.2	106.7
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS	5	1	67.4	78.0	78.1	84.8	3	1	8.2	75.6
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS	39	1	41.7	34.9	40.0	48.2	19	1	3.3	46.0
UNDER $50 MILLION	3	1	33.8	30.0	30.5	40.9	*	-	-	-
$50-99 MILLION	9	1	37.7	33.2	35.0	38.4	5	1	2.7	39.3
$100-249 MILLION	16	1	42.0	35.7	41.3	49.5	8	1	3.1	44.9
$250-499 MILLION	9	1	47.0	43.0	43.7	48.2	4	1	5.0	55.9
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS..................	18	2	$26.8	$21.7	$29.3	$30.0	4	1	$1.0	$33.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	1	24.7	21.7	24.0	28.3	*	-	-	-
$100-249 MILLION............	8	1	29.1	23.3	29.3	30.3	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS..................	8	1	42.2	35.6	39.6	48.4	5	1	2.5	39.9
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS..................	31	1	28.3	24.0	26.3	32.5	10	1	2.3	30.7
UNDER $50 MILLION...........	3	1	29.5	24.0	32.1	32.4	*	-	-	-
$50-99 MILLION..............	8	1	24.7	19.8	24.5	26.4	4	1	.3	26.1
$100-249 MILLION............	10	1	29.8	25.4	30.5	36.0	5	1	2.4	33.2
$250-499 MILLION............	7	1	25.8	21.0	25.5	30.8	*	-	-	-
$500-999 MILLION............	3	1	38.0	22.2	29.9	61.8	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
206 CLERK II, ACCOUNTING										
ALL BANKS..................	48	2	18.5	16.7	18.9	21.8	8	1	.7	21.2
UNDER $50 MILLION...........	3	1	19.8	15.6	20.5	27.6	*	-	-	-
$50-99 MILLION..............	17	1	19.9	18.4	20.0	23.5	6	1	.8	22.2
$100-249 MILLION............	16	2	17.5	16.7	17.7	21.3	*	-	-	-
$250-499 MILLION............	8	2	19.0	14.9	17.4	20.0	*	-	-	-
$500-999 MILLION............	3	7	17.3	17.1	17.2	17.7	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS..................	38	2	14.7	13.2	14.3	16.8	6	1	.6	14.7
UNDER $50 MILLION...........	5	1	18.5	15.6	17.4	22.1	*	-	-	-
$50-99 MILLION..............	13	2	14.4	12.1	13.3	15.3	3	1	.2	15.2
$100-249 MILLION............	10	2	15.4	13.8	14.7	16.8	*	-	-	-
$250-499 MILLION............	7	2	14.6	11.5	13.5	17.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
AUDIT & LEGAL -------------										
301 AUDITOR										
ALL BANKS..................	41	1	39.3	33.0	40.0	44.1	13	1	2.4	43.1
UNDER $50 MILLION...........	5	1	34.0	31.2	31.7	34.0	*	-	-	-
$50-99 MILLION..............	4	1	28.0	16.7	29.5	38.0	*	-	-	-
$100-249 MILLION............	17	1	39.4	34.2	40.0	42.0	6	1	1.9	42.9
$250-499 MILLION............	11	1	41.3	37.3	42.0	44.1	3	1	4.9	47.9
$500-999 MILLION............	3	1	52.1	40.2	44.2	72.0	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS..................	30	1	$34.7	$27.9	$35.3	$40.6	13	1	$3.8	$40.8
UNDER $50 MILLION...........	3	1	34.0	27.4	35.0	39.5	*	-	-	-
$50-99 MILLION..............	4	1	27.0	22.9	26.8	31.2	3	1	.8	27.3
$100-249 MILLION............	12	1	36.7	28.9	36.3	43.0	7	1	5.4	45.2
$250-499 MILLION............	8	1	34.7	29.4	37.3	41.8	3	1	3.7	47.8
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS..................	22	2	23.6	21.1	24.8	26.8	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	8	1	25.6	19.7	25.6	33.1	*	-	-	-
$250-499 MILLION............	8	3	22.1	21.6	23.9	26.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
LENDING -------										
401 HEAD OF LENDING										
ALL BANKS..................	71	1	65.6	53.6	61.5	74.0	48	1	13.6	80.3
UNDER $50 MILLION...........	18	1	54.9	49.0	54.6	60.0	12	1	5.4	56.2
$50-99 MILLION..............	23	1	64.1	58.0	66.0	70.2	17	1	10.0	73.8
$100-249 MILLION............	17	1	64.9	52.5	61.0	75.1	9	1	24.8	89.3
$250-499 MILLION............	10	1	86.1	65.1	85.4	90.8	9	1	16.0	102.1
$500-999 MILLION............	3	1	78.4	42.0	85.2	108.0	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS..................	23	1	28.8	20.8	26.0	36.0	12	1	1.8	33.8
UNDER $50 MILLION...........	3	1	21.8	19.3	21.0	25.2	*	-	-	-
$50-99 MILLION..............	8	1	30.6	24.1	27.5	29.9	5	1	2.2	37.1
$100-249 MILLION............	8	2	27.6	20.7	25.5	38.9	5	2	1.8	32.9
$250-499 MILLION............	3	1	32.9	19.2	38.0	41.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS..................	36	2	36.5	28.7	36.0	44.5	15	2	6.0	46.2
UNDER $50 MILLION...........	6	2	33.5	30.0	34.3	42.0	*	-	-	-
$50-99 MILLION..............	8	2	27.4	22.7	27.3	35.2	5	2	2.4	29.5
$100-249 MILLION............	15	2	39.4	28.5	40.0	50.0	8	2	6.9	53.1
$250-499 MILLION............	6	2	40.5	36.0	42.3	42.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
405 INTERNATIONAL BANKING OFCR										
ALL BANKS	4	2	$47.6	$25.4	$40.9	$70.8	3	2	$3.6	$46.2
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
406 CASH MANAGEMENT OFFICER										
ALL BANKS	3	1	30.6	23.3	26.4	42.0	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST II										
ALL BANKS	11	1	29.4	22.5	29.3	43.4	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	4	1	35.4	22.8	29.9	53.7	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	3	1	33.5	24.4	29.3	46.8	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
408 CREDIT ANALYST I										
ALL BANKS	7	2	24.2	19.5	21.1	30.0	*	-	-	-
UNDER $50 MILLION	3	1	18.9	16.0	19.5	21.1	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
409 MANAGER, LOAN DEPT.										
ALL BANKS	21	1	54.0	41.6	55.0	62.0	9	1	5.0	57.5
UNDER $50 MILLION	5	1	44.5	39.6	40.8	48.3	*	-	-	-
$50-99 MILLION	5	1	56.4	50.0	55.0	70.1	4	2	5.7	58.2
$100-249 MILLION	5	1	52.7	48.0	51.2	55.1	3	1	3.9	52.2
$250-499 MILLION	6	1	60.2	58.0	61.7	62.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER III/SR.										
ALL BANKS	20	2	43.1	37.8	45.4	48.7	8	1	4.0	49.8
UNDER $50 MILLION	6	1	41.1	28.5	43.7	47.7	*	-	-	-
$50-99 MILLION	6	2	47.0	43.5	46.5	49.0	4	1	3.7	54.7
$100-249 MILLION	5	2	37.4	28.5	40.6	45.2	*	-	-	-
$250-499 MILLION	3	2	50.4	39.7	51.5	57.6	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER II										
ALL BANKS....................	35	3	$34.5	$30.0	$35.3	$42.0	16	2	$3.2	$41.1
UNDER $50 MILLION...........	13	2	36.6	30.5	35.3	42.4	5	2	3.6	41.6
$50-99 MILLION..............	12	2	37.4	30.0	38.5	42.0	7	2	3.5	40.6
$100-249 MILLION............	5	3	33.9	24.8	35.0	36.9	*	-	-	-
$250-499 MILLION............	5	9	32.1	30.1	31.4	34.5	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
412 LOAN OFFICER I/JR.										
ALL BANKS....................	21	2	27.9	24.0	25.6	30.3	7	1	2.8	31.8
UNDER $50 MILLION...........	7	1	26.3	24.0	25.6	29.4	*	-	-	-
$50-99 MILLION..............	8	1	29.7	23.6	31.0	33.9	4	1	3.4	31.2
$100-249 MILLION............	3	2	22.2	21.3	21.5	24.0	*	-	-	-
$250-499 MILLION............	3	7	29.5	25.0	25.1	40.4	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
413 SECRETARY II, LOAN DEPT.										
ALL BANKS....................	37	3	18.7	17.7	19.2	22.0	8	4	1.0	20.5
UNDER $50 MILLION...........	9	1	19.7	18.3	19.2	23.0	*	-	-	-
$50-99 MILLION..............	14	2	19.5	19.2	20.4	22.0	4	3	.9	21.0
$100-249 MILLION............	9	3	18.7	16.9	17.9	19.1	3	2	.9	20.7
$250-499 MILLION............	4	12	17.5	16.2	17.0	19.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
414 SECRETARY I, LOAN DEPT.										
ALL BANKS....................	22	2	16.0	13.7	15.5	17.0	*	-	-	-
UNDER $50 MILLION...........	6	1	14.8	13.2	14.7	15.6	*	-	-	-
$50-99 MILLION..............	7	1	16.3	14.4	14.8	19.5	*	-	-	-
$100-249 MILLION............	6	3	17.1	15.9	16.1	22.4	*	-	-	-
$250-499 MILLION............	3	2	13.8	11.2	13.2	15.7	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
415 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS....................	41	3	17.3	15.1	18.2	20.7	11	2	.8	18.1
UNDER $50 MILLION...........	12	1	17.2	14.2	16.3	21.3	*	-	-	-
$50-99 MILLION..............	13	2	19.5	18.6	21.0	21.8	4	1	.7	20.8
$100-249 MILLION............	11	2	15.4	13.8	15.1	18.2	4	3	.8	17.8
$250-499 MILLION............	4	9	16.8	13.9	16.4	18.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
416 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS....................	38	1	51.4	39.0	48.3	61.3	19	1	12.4	67.3
UNDER $50 MILLION...........	3	1	48.5	30.0	30.6	84.8	*	-	-	-
$50-99 MILLION..............	11	1	52.2	37.5	50.7	62.5	6	1	5.8	53.1
$100-249 MILLION............	16	1	49.2	39.6	48.1	58.3	9	1	6.7	59.0
$250-499 MILLION............	5	1	57.9	42.8	45.2	76.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS..................	18	1	$43.7	$39.0	$41.3	$50.0	8	1	$3.9	$50.8
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	39.5	29.2	39.7	49.6	*	-	-	-
$100-249 MILLION............	9	2	45.9	39.0	40.7	44.5	5	1	3.5	46.4
$250-499 MILLION............	4	2	39.8	32.1	41.7	61.1	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
418 MORTGAGE LOAN OFFICER II										
ALL BANKS..................	25	1	35.7	28.0	33.7	40.0	9	1	5.0	42.5
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	36.7	30.0	35.0	42.0	*	-	-	-
$100-249 MILLION............	8	2	35.9	27.0	32.0	47.0	3	2	1.4	41.7
$250-499 MILLION............	6	2	35.7	28.0	35.0	39.3	3	2	11.8	53.0
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
419 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS..................	17	2	24.8	20.6	21.8	28.3	5	1	2.3	28.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	27.8	19.8	26.6	36.9	*	-	-	-
$100-249 MILLION............	8	1	22.3	18.0	20.9	29.9	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
420 SECRETARY, MORTGAGE LOAN										
ALL BANKS..................	30	1	18.8	15.4	17.5	19.8	4	1	.8	15.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	9	1	18.8	13.6	16.8	18.0	*	-	-	-
$100-249 MILLION............	14	1	19.7	16.8	19.3	25.5	*	-	-	-
$250-499 MILLION............	4	1	16.8	14.0	16.1	20.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
421 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS..................	39	3	18.0	15.6	18.0	20.4	5	2	.5	16.8
UNDER $50 MILLION...........	4	1	19.2	16.0	18.0	23.7	*	-	-	-
$50-99 MILLION..............	9	3	17.2	15.0	15.9	20.0	*	-	-	-
$100-249 MILLION............	16	2	19.0	15.6	18.3	21.4	3	2	.7	18.4
$250-499 MILLION............	6	4	16.1	15.6	16.8	18.5	*	-	-	-
$500-999 MILLION............	3	5	19.1	17.5	18.0	21.3	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
422 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS..................	13	1	54.8	47.1	50.0	55.0	6	1	6.4	60.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	49.0	34.4	43.8	69.0	*	-	-	-
$100-249 MILLION............	6	1	53.5	47.2	51.8	55.0	5	1	5.5	60.2
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS....................	28	2	$48.0	$40.2	$47.8	$55.0	19	2	$5.9	$55.2
UNDER $50 MILLION............	3	2	43.9	40.0	47.4	52.0	*	-	-	-
$50-99 MILLION...............	7	1	45.2	40.0	53.3	55.0	5	1	4.7	52.9
$100-249 MILLION.............	11	3	50.0	40.2	48.1	61.7	9	2	5.3	53.4
$250-499 MILLION.............	5	2	46.3	40.3	44.4	53.3	3	2	11.3	66.9
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
424 COMMERCIAL LOAN OFFICER II										
ALL BANKS....................	38	3	37.3	30.5	36.1	42.0	21	2	3.6	40.7
UNDER $50 MILLION............	4	2	39.8	31.5	39.1	43.8	*	-	-	-
$50-99 MILLION...............	16	2	37.0	33.7	37.9	40.7	12	1	3.4	43.7
$100-249 MILLION.............	12	4	37.2	30.1	33.2	41.8	6	2	3.3	37.5
$250-499 MILLION.............	5	3	32.9	28.5	32.7	36.6	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
425 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS....................	21	2	28.4	23.0	29.9	33.0	11	2	1.5	31.3
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	6	1	29.7	23.0	31.3	33.0	5	1	1.7	35.5
$100-249 MILLION.............	6	2	27.3	22.0	26.0	30.8	5	2	1.1	30.1
$250-499 MILLION.............	5	2	26.4	22.5	24.7	31.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
426 SECRETARY, COMMERCIAL LOAN										
ALL BANKS....................	27	3	18.2	16.8	19.4	21.3	5	1	1.0	18.7
UNDER $50 MILLION............	3	1	19.0	16.9	19.2	20.8	*	-	-	-
$50-99 MILLION...............	8	2	17.9	15.3	18.7	21.7	3	1	.6	19.5
$100-249 MILLION.............	10	3	20.4	17.1	20.2	20.7	*	-	-	-
$250-499 MILLION.............	5	6	15.9	15.1	17.0	17.7	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
427 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS....................	14	3	17.0	13.8	16.8	19.4	3	1	.7	15.6
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	6	3	15.5	12.5	15.9	19.2	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	4	5	17.9	13.8	17.1	19.0	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
428 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS....................	11	1	38.6	31.0	36.0	49.0	7	1	7.6	56.3
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	1	42.5	31.0	43.6	53.0	*	-	-	-
$100-249 MILLION.............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION.............	4	1	38.4	28.8	39.2	47.3	4	1	3.7	49.3
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS	3	1	$35.7	$34.7	$34.8	$37.5	3	1	$1.0	$36.7
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER II										
ALL BANKS	23	2	27.6	25.5	29.0	33.7	9	1	2.8	32.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	30.2	29.5	32.5	35.9	5	1	1.9	32.2
$100-249 MILLION	8	2	30.6	25.8	27.4	33.9	*	-	-	-
$250-499 MILLION	4	3	28.3	27.5	28.6	29.4	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS	23	3	21.8	19.8	23.1	24.8	6	1	2.1	26.8
UNDER $50 MILLION	5	1	23.2	22.2	23.1	23.6	*	-	-	-
$50-99 MILLION	7	1	23.3	20.7	23.1	25.8	3	1	1.7	26.4
$100-249 MILLION	4	1	24.7	23.4	24.8	26.1	*	-	-	-
$250-499 MILLION	5	5	22.7	19.1	20.7	23.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS	14	1	29.5	23.6	28.5	33.0	5	1	1.2	27.2
UNDER $50 MILLION	3	1	24.9	19.5	24.0	31.3	*	-	-	-
$50-99 MILLION	3	1	23.0	15.4	23.6	30.0	3	1	.5	23.5
$100-249 MILLION	3	1	31.1	20.7	24.0	48.5	*	-	-	-
$250-499 MILLION	4	1	38.6	31.5	33.9	50.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
433 CONSUMER LOAN COLLECTOR										
ALL BANKS	16	4	19.6	15.5	19.5	22.7	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	7	2	17.8	15.4	19.4	22.3	*	-	-	-
$250-499 MILLION	4	2	24.5	20.5	23.5	27.7	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
434 SECRETARY, CONSUMER LOAN										
ALL BANKS	17	2	17.1	15.6	17.7	18.6	3	1	1.3	18.3
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	15.4	13.9	16.8	19.2	*	-	-	-
$100-249 MILLION	6	1	19.0	17.7	18.1	18.6	*	-	-	-
$250-499 MILLION	3	2	16.9	15.6	16.5	19.4	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY			PERCENTILES			BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
435 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS..................	16	3	$15.5	$12.1	$15.1	$18.0	4	2	$0.9	$16.4
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	6	2	14.2	12.1	13.6	15.6	3	2	.5	15.9
$100-249 MILLION............	4	4	14.9	11.8	15.1	19.2	*	-	-	-
$250-499 MILLION............	5	3	16.9	14.6	16.2	17.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS..................	3	1	43.0	37.5	38.0	53.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
437 AGRICULTURAL LOAN OFFICER II										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OPERATIONS ----------										
501 HEAD OF OPERATIONS										
ALL BANKS..................	49	1	39.2	29.8	37.3	48.0	28	1	5.1	45.5
UNDER $50 MILLION...........	10	1	28.5	25.0	28.7	32.2	3	1	3.7	32.6
$50-99 MILLION..............	16	1	36.9	27.8	36.0	43.2	10	1	2.0	34.4
$100-249 MILLION............	12	1	40.4	36.3	39.8	57.0	9	1	5.7	48.6
$250-499 MILLION............	8	1	45.8	38.2	45.9	55.1	4	1	10.0	57.0
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS..................	6	1	25.5	20.3	26.8	31.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS..................	21	1	20.3	18.3	20.1	22.0	6	1	1.9	21.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	7	1	20.2	18.6	19.6	23.1	*	-	-	-
$100-249 MILLION............	6	1	21.8	18.2	21.6	23.0	3	1	1.1	21.3
$250-499 MILLION............	7	1	18.8	17.1	18.8	21.2	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS..................	46	4	$14.6	$13.3	$15.0	$15.8	11	2	$0.6	$14.3
UNDER $50 MILLION...........	9	2	14.9	13.3	14.4	16.6	*	-	-	-
$50-99 MILLION..............	15	1	15.0	13.2	14.8	15.6	4	2	.5	14.5
$100-249 MILLION............	12	5	14.2	12.5	15.1	16.3	4	2	.3	14.6
$250-499 MILLION............	8	9	14.8	13.3	14.6	15.7	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS..................	40	2	13.3	12.0	13.0	14.6	8	2	.6	13.0
UNDER $50 MILLION...........	8	1	14.0	11.5	13.1	16.0	*	-	-	-
$50-99 MILLION..............	12	2	13.6	11.7	13.3	14.9	3	2	1.0	12.2
$100-249 MILLION............	13	3	14.0	12.1	13.5	14.7	4	3	.2	14.7
$250-499 MILLION............	5	4	11.3	10.3	10.5	12.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
506 CLERK, FILE STATEMENT										
ALL BANKS..................	31	3	11.6	10.5	11.4	13.0	3	1	.7	16.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	12	2	11.3	10.4	11.1	13.3	3	1	.7	16.1
$100-249 MILLION............	11	4	11.9	10.8	12.0	12.8	*	-	-	-
$250-499 MILLION............	4	3	10.0	9.4	10.1	11.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
507 MANAGER, CHECK PROCESSING										
ALL BANKS..................	13	1	28.5	25.5	29.7	32.3	4	1	3.5	29.1
UNDER $50 MILLION...........	3	1	30.6	29.7	29.7	32.3	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	4	1	24.9	21.3	24.6	28.9	*	-	-	-
$250-499 MILLION............	3	1	34.1	29.4	35.0	38.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
508 SUPERVISOR, CHECK PROCESSING										
ALL BANKS..................	32	1	19.7	17.2	19.9	23.2	5	1	1.3	19.3
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	7	1	19.1	16.1	16.8	25.3	*	-	-	-
$100-249 MILLION............	15	1	18.7	17.1	20.0	23.4	*	-	-	-
$250-499 MILLION............	7	1	21.9	19.5	21.7	22.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
509 PROOF OPERATOR										
ALL BANKS..................	69	4	13.4	12.4	13.7	15.6	12	3	.6	15.7
UNDER $50 MILLION...........	16	2	13.7	12.1	13.4	15.4	*	-	-	-
$50-99 MILLION..............	20	1	13.8	12.6	13.9	16.6	4	2	.5	17.9
$100-249 MILLION............	20	3	14.6	12.7	13.9	16.2	4	3	.2	15.2
$250-499 MILLION............	10	7	12.1	11.0	12.4	13.7	3	4	1.1	14.0
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
510 SORTER OPERATOR										
ALL BANKS....................	18	2	$14.4	$13.6	$14.8	$16.2	4	1	$0.7	$16.3
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	16.5	14.5	15.6	19.5	*	-	-	-
$100-249 MILLION............	7	1	15.2	13.0	14.6	16.4	*	-	-	-
$250-499 MILLION............	6	2	12.7	12.8	14.9	16.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
511 CLERK, CHECK PROCESSING/TRANSIT										
ALL BANKS....................	17	3	12.9	11.1	13.2	14.8	*	-	-	-
UNDER $50 MILLION...........	3	2	10.7	9.9	10.6	14.3	*	-	-	-
$50-99 MILLION..............	3	1	12.5	11.4	13.0	13.2	*	-	-	-
$100-249 MILLION............	7	4	14.0	11.1	14.5	17.0	*	-	-	-
$250-499 MILLION............	4	3	11.8	8.7	13.7	18.3	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
512 MANAGER, OPERATIONS DEPT.										
ALL BANKS....................	25	2	29.5	25.9	31.0	34.8	9	2	2.2	34.5
UNDER $50 MILLION...........	8	1	30.7	24.9	30.9	34.9	*	-	-	-
$50-99 MILLION..............	5	2	29.8	30.0	30.2	34.0	3	2	3.4	33.0
$100-249 MILLION............	9	2	27.1	24.5	30.0	33.3	5	1	1.3	33.4
$250-499 MILLION............	3	2	34.6	33.4	34.8	35.3	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
513 SUPERVISOR, OPERATIONS DEPT.										
ALL BANKS....................	32	2	23.9	20.6	23.7	26.5	9	1	1.2	25.4
UNDER $50 MILLION...........	9	1	23.7	21.9	23.2	24.0	*	-	-	-
$50-99 MILLION..............	10	2	23.4	20.5	25.0	26.4	4	1	1.3	25.5
$100-249 MILLION............	9	2	22.9	21.0	23.4	27.7	*	-	-	-
$250-499 MILLION............	3	6	25.3	14.5	17.4	26.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
514 MANAGER, WIRE TRANSFER										
ALL BANKS....................	4	1	27.2	24.3	26.9	30.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
515 SUPERVISOR, WIRE TRANSFER										
ALL BANKS....................	5	1	23.6	20.7	23.3	24.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
516 CLERK, WIRE TRANSFER										
ALL BANKS..................	19	2	$15.9	$13.4	$15.8	$17.7	4	1	$2.8	$16.4
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	4	1	17.0	11.9	15.4	23.8	*	-	-	-
$100-249 MILLION............	6	1	15.3	11.5	15.0	18.8	*	-	-	-
$250-499 MILLION............	6	2	16.0	13.8	15.1	16.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
517 MANAGER, LOCK BOX										
ALL BANKS..................	-	-	-	-	-	-	-	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
518 SUPERVISOR, LOCK BOX										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
519 CLERK, LOCK BOX										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
520 MANAGER, INTERNATIONAL OPERATIONS										
ALL BANKS..................	4	1	44.0	39.5	44.7	52.5	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	3	1	43.9	37.8	45.0	55.0	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
521 SUPERVISOR, INTERNATIONAL OPERATIONS										
ALL BANKS..................	4	1	31.3	27.7	30.4	38.6	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
522 CLERK, INTERNATIONAL OPERATIONS										
ALL BANKS..................	4	3	$16.7	$14.3	$18.8	$22.2	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	3	16.1	13.8	15.9	21.6	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS..................	24	1	48.3	36.2	43.6	60.0	14	1	5.7	53.7
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	42.1	37.0	37.2	52.0	*	-	-	-
$100-249 MILLION............	9	1	41.2	34.2	37.0	44.6	6	1	6.3	48.9
$250-499 MILLION............	7	1	58.2	42.2	55.7	70.0	5	1	8.1	66.5
$500-999 MILLION............	3	1	67.4	57.2	60.9	84.0	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS..................	11	1	42.5	34.4	41.5	48.8	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	3	1	35.6	23.6	34.4	48.8	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
603 PROGRAMMER II										
ALL BANKS..................	9	2	27.0	23.7	26.7	31.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	4	2	26.0	20.7	25.9	30.3	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
604 PROGRAMMER I										
ALL BANKS..................	6	1	23.4	18.2	21.9	25.2	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS..................	9	1	37.8	32.5	35.2	40.2	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION............	3	1	44.4	34.7	41.9	50.5	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			% OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
606 SYSTEMS ANALYST										
ALL BANKS....................	4	1	$30.7	$19.1	$27.0	$38.3	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
607 DATA ENTRY										
ALL BANKS....................	10	2	17.1	13.2	15.7	20.6	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION...........	6	3	17.4	13.2	17.6	20.6	*	-	-	-
$250-499 MILLION...........	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS....................	16	1	34.3	26.8	35.6	41.8	9	1	$1.7	$36.2
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	7	1	30.5	26.7	29.3	36.0	5	1	1.5	33.0
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	5	1	38.9	35.2	43.2	43.5	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS....................	21	1	24.5	21.3	23.6	27.2	6	1	2.9	28.6
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	6	1	20.5	18.5	20.0	22.8	*	-	-	-
$100-249 MILLION...........	6	1	24.4	21.8	22.8	25.6	3	1	1.4	24.1
$250-499 MILLION...........	7	1	25.3	21.3	25.5	27.3	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS....................	46	2	16.4	13.8	16.0	19.1	10	2	.9	18.6
UNDER $50 MILLION...........	8	2	15.9	13.2	14.6	18.3	*	-	-	-
$50-99 MILLION.............	15	1	15.6	13.0	15.6	20.4	3	4	.3	16.5
$100-249 MILLION...........	11	2	16.4	12.5	15.0	19.2	4	1	.5	19.3
$250-499 MILLION...........	10	3	17.2	15.9	17.3	18.6	*	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
RETAIL BANKING										
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701 HEAD OF RETAIL BANKING										
ALL BANKS....................	6	1	58.5	31.0	61.0	69.6	5	1	10.1	68.6
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	3	1	40.5	27.5	31.0	63.0	3	1	5.5	46.0
$100-249 MILLION...........	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION...........	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION...........	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
				PERCENTILES						
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
702 SECRETARY, RETAIL BANKING										
ALL BANKS....................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS....................	21	1	54.5	42.0	54.0	60.0	12	2	$7.6	$61.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	4	2	46.0	37.0	45.0	52.8	*	-	-	-
$100-249 MILLION.............	6	1	45.1	41.6	42.0	54.0	3	1	11.9	59.8
$250-499 MILLION.............	7	1	56.6	47.1	57.1	65.0	5	2	5.5	64.5
$500-999 MILLION.............	3	1	55.3	40.1	56.1	69.5	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
704 BRANCH MANAGER III										
ALL BANKS....................	24	3	46.9	43.6	46.6	51.4	12	3	6.5	57.5
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	5	1	41.5	45.0	45.5	47.0	3	1	4.9	52.9
$100-249 MILLION.............	9	2	49.0	44.1	47.5	51.1	4	2	9.6	62.4
$250-499 MILLION.............	7	3	52.3	45.2	51.1	54.1	4	2	6.0	59.2
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS....................	39	6	41.6	34.7	40.0	46.4	20	6	4.9	48.8
UNDER $50 MILLION............	4	2	45.7	33.6	45.0	56.4	*	-	-	-
$50-99 MILLION...............	8	1	44.7	34.9	42.7	56.6	5	1	3.9	43.9
$100-249 MILLION.............	12	4	40.0	34.3	38.8	44.6	5	4	6.0	49.3
$250-499 MILLION.............	11	7	40.8	37.6	40.6	44.9	6	3	4.3	51.4
$500-999 MILLION.............	3	6	42.9	30.2	38.1	46.4	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS....................	33	5	34.0	28.1	37.6	45.0	20	4	5.4	44.0
UNDER $50 MILLION............	4	6	38.9	36.7	39.4	43.8	3	7	2.2	43.5
$50-99 MILLION...............	4	2	42.9	35.8	45.8	52.2	*	-	-	-
$100-249 MILLION.............	13	4	32.5	27.8	31.2	39.3	8	2	3.4	40.2
$250-499 MILLION.............	8	6	36.4	28.1	37.3	46.7	5	4	8.6	53.0
$500-999 MILLION.............	3	9	28.6	26.6	27.1	48.9	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS....................	11	4	36.5	33.0	35.5	36.7	3	1	2.1	35.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	1	40.7	32.5	33.6	56.0	*	-	-	-
$250-499 MILLION.............	6	4	36.8	34.5	36.0	36.7	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS..................	14	4	$30.1	$24.0	$30.6	$33.2	4	4	$1.5	$32.5
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	5	2	30.8	26.2	29.0	37.0	*	-	-	-
$250-499 MILLION............	6	3	31.6	30.0	31.2	33.2	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS..................	15	2	24.3	21.3	25.0	28.5	6	2	.9	26.6
UNDER $50 MILLION...........	3	2	24.5	19.8	20.4	27.4	*	-	-	-
$50-99 MILLION..............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION............	7	3	24.3	22.5	26.3	28.5	3	2	1.1	28.2
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS..................	5	2	27.5	23.9	23.9	32.5	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	3	26.8	23.9	23.9	32.5	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS..................	12	3	21.3	19.9	22.7	27.5	4	1	1.4	26.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	5	2	26.6	22.2	23.2	28.3	*	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	4	2	24.9	20.5	24.9	32.7	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS..................	37	7	16.5	16.3	17.2	18.6	8	1	.4	18.1
UNDER $50 MILLION...........	9	1	17.6	15.5	17.2	18.7	*	-	-	-
$50-99 MILLION..............	9	2	19.5	17.5	18.4	23.1	4	1	.4	18.5
$100-249 MILLION............	11	3	17.1	16.2	17.1	17.4	3	1	.4	18.4
$250-499 MILLION............	6	12	16.1	15.1	16.5	17.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
713 CUSTOMER SERVICE REP.										
ALL BANKS..................	74	5	14.8	13.9	15.0	16.2	14	3	.7	15.8
UNDER $50 MILLION...........	14	2	15.8	14.4	15.9	17.5	*	-	-	-
$50-99 MILLION..............	22	2	15.3	14.4	15.5	16.2	5	2	.5	15.6
$100-249 MILLION............	22	5	14.6	13.1	15.0	15.3	5	3	.4	15.7
$250-499 MILLION............	12	8	14.3	13.1	14.1	16.0	*	-	-	-
$500-999 MILLION............	3	15	16.5	14.1	14.4	19.1	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
714 CLERK, SAFE DEPOSIT										
ALL BANKS..................	18	4	$13.1	$13.0	$14.1	$15.6	4	1	$0.2	$15.8
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION.............	3	1	16.0	15.6	15.6	16.8	*	-	-	-
$100-249 MILLION............	5	1	14.9	14.0	14.2	15.6	*	-	-	-
$250-499 MILLION............	8	5	13.2	11.6	13.1	14.1	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS..................	19	3	26.3	22.9	25.2	32.6	9	3	2.1	27.9
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.............	6	2	25.9	22.8	24.8	25.7	5	3	1.2	26.1
$100-249 MILLION............	5	2	28.2	27.8	32.6	34.0	*	-	-	-
$250-499 MILLION............	5	7	25.6	24.2	24.5	27.9	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS..................	51	5	21.3	18.0	21.0	22.7	15	3	1.6	22.4
UNDER $50 MILLION...........	8	2	22.1	18.5	21.6	25.5	*	-	-	-
$50-99 MILLION.............	15	2	19.6	17.4	20.0	21.9	5	2	.7	20.9
$100-249 MILLION............	16	3	22.0	17.9	21.0	22.4	6	2	1.6	23.5
$250-499 MILLION............	9	10	23.1	22.1	22.7	23.6	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
717 TELLER, HEAD										
ALL BANKS..................	49	5	16.2	15.0	16.2	17.6	12	3	.8	17.4
UNDER $50 MILLION...........	7	5	15.5	13.5	15.6	16.8	*	-	-	-
$50-99 MILLION.............	19	2	16.3	15.2	17.0	18.0	7	2	.3	17.0
$100-249 MILLION............	13	5	16.2	14.9	16.0	17.9	*	-	-	-
$250-499 MILLION............	7	5	16.4	14.6	16.2	17.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
718 TELLER II										
ALL BANKS..................	76	16	13.5	12.6	13.9	15.5	13	6	.5	14.3
UNDER $50 MILLION...........	16	6	13.7	12.2	13.6	16.3	*	-	-	-
$50-99 MILLION.............	22	6	13.7	13.0	14.4	15.6	7	7	.4	14.9
$100-249 MILLION............	24	10	13.3	12.6	13.6	15.1	4	6	.2	12.8
$250-499 MILLION............	10	33	12.9	12.5	14.1	14.8	*	-	-	-
$500-999 MILLION............	3	29	15.2	12.7	16.0	17.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
719 TELLER I										
ALL BANKS..................	62	14	12.2	11.5	12.5	13.5	13	6	.5	12.8
UNDER $50 MILLION...........	13	4	12.7	12.1	13.0	15.2	*	-	-	-
$50-99 MILLION.............	17	5	11.8	11.5	12.6	13.5	5	4	.4	12.7
$100-249 MILLION............	18	9	12.1	11.6	12.1	13.2	4	8	.2	12.1
$250-499 MILLION............	10	35	12.4	11.3	12.3	13.6	*	-	-	-
$500-999 MILLION............	3	39	12.8	11.4	12.0	13.2	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
720 TELLER, ATM										
ALL BANKS....................	4	2	$14.0	$13.3	$14.1	$15.8	3	3	$0.2	$13.7
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	3	2	13.9	13.0	14.0	16.4	3	3	.2	13.7
$100-249 MILLION.............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS....................	37	5	16.3	15.3	16.3	17.3	7	3	.6	17.1
UNDER $50 MILLION...........	8	2	16.8	16.0	17.0	18.0	*	-	-	-
$50-99 MILLION...............	10	2	16.7	15.3	16.0	17.9	4	3	.5	17.2
$100-249 MILLION.............	11	5	15.3	14.4	16.1	17.3	*	-	-	-
$250-499 MILLION.............	6	8	16.4	13.8	15.1	16.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
722 TELLER, VAULT										
ALL BANKS....................	52	4	14.6	13.5	14.6	16.3	11	3	.7	15.8
UNDER $50 MILLION...........	13	2	14.5	13.7	15.0	16.7	*	-	-	-
$50-99 MILLION...............	13	2	14.3	13.4	14.5	15.6	4	3	.5	15.3
$100-249 MILLION.............	15	4	14.6	13.8	15.3	16.4	3	3	.4	16.8
$250-499 MILLION.............	9	9	14.6	13.2	14.4	15.6	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS....................	50	8	13.1	11.4	13.3	15.5	9	2	.3	15.3
UNDER $50 MILLION...........	8	2	12.5	11.1	14.0	16.5	*	-	-	-
$50-99 MILLION...............	17	3	12.2	11.4	12.4	14.0	5	3	.4	15.2
$100-249 MILLION.............	16	9	14.1	12.2	14.0	15.7	*	-	-	-
$250-499 MILLION.............	7	21	12.3	10.8	12.7	13.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS....................	15	3	18.8	14.5	16.1	20.8	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	4	3	18.6	14.9	18.5	20.8	*	-	-	-
$100-249 MILLION.............	7	2	16.0	14.3	16.0	18.2	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS....................	9	1	64.7	43.4	56.0	80.1	4	1	16.3	86.1
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	3	1	45.0	40.0	41.4	53.6	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY			PERCENTILES			BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
802 MANAGER, TRUST DEPT.										
ALL BANKS	3	1	$46.3	$35.0	$39.0	$64.8	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS	4	1	43.6	26.3	34.5	70.1	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS	7	3	37.0	31.8	36.7	38.3	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	3	37.6	26.5	33.9	45.7	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS	4	1	36.1	29.1	31.8	47.4	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
808 SECURITIES ANALYST										
ALL BANKS	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS	9	1	35.2	32.5	37.1	45.6	3	1	$6.8	$51.1
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	1	33.5	21.2	35.8	43.5	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS	8	2	15.8	12.4	15.3	23.5	*	-	-	-
UNDER $50 MILLION	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	4	3	14.9	10.9	15.3	18.3	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS	32	1	43.1	35.6	41.0	45.0	17	1	3.7	47.2
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	7	1	35.8	32.2	36.0	42.0	4	1	1.8	41.0
$100-249 MILLION	10	1	38.2	35.4	39.0	43.1	6	1	2.5	38.0
$250-499 MILLION	9	1	47.7	42.0	45.0	50.0	5	1	5.4	54.3
$500-999 MILLION	3	1	45.7	38.4	38.7	60.0	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS	18	1	32.4	27.0	31.5	38.1	5	1	4.0	46.0
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	8	1	30.8	25.5	29.5	38.0	3	1	4.6	41.2
$250-499 MILLION	5	1	34.2	31.0	33.2	38.1	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS	36	1	21.4	18.9	20.6	24.8	9	1	1.5	23.7
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	8	1	23.7	19.6	23.5	27.4	4	1	1.0	22.8
$100-249 MILLION	13	1	20.2	17.8	20.1	23.4	3	1	1.2	25.7
$250-499 MILLION	11	1	20.7	18.6	20.2	24.0	*	-	-	-
$500-999 MILLION	3	2	23.0	18.8	20.7	29.4	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.- BANKS WITH BONUS
				25	50	75				
904 TRAINING DIRECTOR										
ALL BANKS....................	12	1	$30.9	$26.4	$28.8	$36.8	5	1	$1.2	$37.4
UNDER $50 MILLION............	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	1	25.1	22.2	26.4	26.6	*	-	-	-
$250-499 MILLION.............	5	1	30.8	27.0	30.6	31.3	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS....................	6	2	21.2	18.6	20.0	25.2	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION.............	3	2	21.0	17.0	20.4	30.4	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
MARKETING ---------										
925 DIRECTOR OF MARKETING										
ALL BANKS....................	31	1	43.1	31.5	44.1	54.3	16	1	4.3	47.2
UNDER $50 MILLION............	5	1	48.8	39.6	50.0	55.0	*	-	-	-
$50-99 MILLION...............	10	1	39.7	27.5	43.1	53.4	7	1	2.2	32.7
$100-249 MILLION.............	7	1	42.5	34.5	36.2	53.6	3	1	3.6	52.0
$250-499 MILLION.............	6	1	43.2	31.5	44.4	54.3	3	1	3.9	53.1
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS....................	25	1	24.3	18.4	22.5	26.4	8	1	1.9	29.9
UNDER $50 MILLION............	4	1	19.1	15.2	18.3	24.0	*	-	-	-
$50-99 MILLION...............	5	1	28.7	19.0	24.0	26.6	3	1	4.2	43.7
$100-249 MILLION.............	9	1	24.4	22.5	24.0	29.0	3	1	.8	28.7
$250-499 MILLION.............	6	1	23.5	20.4	22.1	23.5	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES -----------------------										
950 MANAGER, PURCHASING										
ALL BANKS....................	26	1	24.8	20.0	23.9	31.7	8	1	1.3	27.1
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	3	1	20.4	15.9	20.8	24.4	*	-	-	-
$100-249 MILLION.............	12	1	23.3	20.0	22.6	26.9	4	1	.5	23.9
$250-499 MILLION.............	6	1	27.3	20.0	26.3	36.1	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS....................	8	1	31.4	24.7	29.2	41.2	*	-	-	-
UNDER $50 MILLION............	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION...............	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	4	1	33.6	25.2	34.3	41.2	*	-	-	-
$250-499 MILLION.............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION.............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER............	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	50	75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
952 SECURITY GUARD										
ALL BANKS..................	5	3	$14.1	$13.6	$14.2	$14.9	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	3	1	14.7	13.6	14.2	16.3	*	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
953 MAINTENANCE SERVICE WORKER										
ALL BANKS..................	14	1	19.3	14.8	17.8	20.4	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	8	1	18.4	15.1	18.5	21.4	*	-	-	-
$250-499 MILLION............	3	1	15.8	11.3	17.8	18.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
954 CUSTODIAN										
ALL BANKS..................	*	-	-	-	-	-	*	-	-	-
UNDER $50 MILLION...........	-	-	-	-	-	-	-	-	-	-
$50-99 MILLION..............	-	-	-	-	-	-	-	-	-	-
$100-249 MILLION............	-	-	-	-	-	-	-	-	-	-
$250-499 MILLION............	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION............	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
955 MESSENGER/COURIER										
ALL BANKS..................	53	3	12.0	10.4	11.8	13.2	9	2	.6	13.7
UNDER $50 MILLION...........	6	2	11.4	10.4	10.8	11.4	*	-	-	-
$50-99 MILLION..............	17	2	12.0	10.5	12.3	14.1	5	2	.2	13.3
$100-249 MILLION............	17	3	12.5	10.7	12.2	13.2	*	-	-	-
$250-499 MILLION............	10	4	11.3	9.9	11.6	12.8	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES ---------------										
975 ADMINISTRATIVE ASST.										
ALL BANKS..................	51	2	23.9	19.8	24.5	28.8	11	2	1.5	28.3
UNDER $50 MILLION...........	12	1	22.7	18.8	19.6	27.6	*	-	-	-
$50-99 MILLION..............	12	1	26.4	23.9	26.3	31.7	4	2	1.6	30.3
$100-249 MILLION............	16	3	22.8	19.9	23.5	27.3	6	2	1.6	28.3
$250-499 MILLION............	8	2	22.6	21.3	24.0	30.4	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS..................	55	2	22.9	19.8	22.0	24.5	10	1	1.5	25.4
UNDER $50 MILLION...........	11	1	21.9	19.8	21.6	24.0	*	-	-	-
$50-99 MILLION..............	17	1	21.1	18.5	22.0	24.0	5	1	.9	22.1
$100-249 MILLION............	14	2	24.0	21.3	24.0	26.0	4	1	2.3	29.9
$250-499 MILLION............	10	2	24.9	19.8	23.6	30.0	*	-	-	-
$500-999 MILLION............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
				25	50	75				
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS	29	6	$17.3	$15.5	$16.9	$18.9	*	-	-	-
UNDER $50 MILLION	4	5	15.5	11.8	14.4	21.0	*	-	-	-
$50-99 MILLION	6	1	17.7	16.1	18.3	18.9	*	-	-	-
$100-249 MILLION	7	6	15.9	16.3	17.0	19.7	*	-	-	-
$250-499 MILLION	8	5	16.3	14.5	17.0	18.0	*	-	-	-
$500-999 MILLION	3	11	22.3	14.8	16.6	25.6	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS	17	8	12.6	10.2	11.0	13.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	5	2	11.6	10.1	11.9	13.2	*	-	-	-
$250-499 MILLION	4	7	13.6	9.7	10.4	14.7	*	-	-	-
$500-999 MILLION	3	23	13.0	8.9	11.2	13.2	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS	13	2	13.2	11.4	11.9	13.1	*	-	-	-
UNDER $50 MILLION	7	1	11.3	10.4	11.5	12.4	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	*	-	-	-	-	-	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS	9	5	16.1	15.8	18.5	19.7	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	4	15.7	14.8	19.8	20.9	*	-	-	-
$250-499 MILLION	*	-	-	-	-	-	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS	9	4	16.2	14.1	17.0	18.2	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	3	3	15.7	12.7	17.0	18.0	*	-	-	-
$250-499 MILLION	3	8	16.5	11.5	18.2	18.7	*	-	-	-
$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS	16	1	12.6	9.3	11.8	15.8	*	-	-	-
UNDER $50 MILLION	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION	6	1	14.8	9.4	13.9	16.6	*	-	-	-
$250-499 MILLION	4	2	10.8	8.7	10.4	15.6	*	-	-	-
$500-999 MILLION	3	2	12.9	10.8	13.2	13.5	*	-	-	-
$1 BILLION & OVER	*	-	-	-	-	-	*	-	-	-

REGION X.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN-CUMB	WEIGHTED AVERAGE	PERCENTILES 25	PERCENTILES 50	PERCENTILES 75	# OF BANKS WITH BONUS	AVG # IN-CUMB REC. BONUS	MEAN BONUS	TOTAL COMP.-BANKS WITH BONUS
983 WORD PROCESSING OPERATOR										
ALL BANKS..........................	15	2	$15.0	$14.9	$16.2	$19.0	3	1	$1.1	$20.1
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.................	*	-	-	-	-	-	*	-	-	-
$100-249 MILLION.............	8	2	14.0	11.2	15.0	18.4	3	1	1.1	20.1
$250-499 MILLION.............	3	2	15.6	14.3	15.3	19.8	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	-	-	-	-	-	-	-	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS..........................	59	1	13.8	11.7	13.2	16.1	11	1	.5	15.3
UNDER $50 MILLION...........	7	1	10.9	10.4	10.7	11.4	*	-	-	-
$50-99 MILLION.................	19	1	13.0	11.5	13.0	14.4	5	1	.4	13.5
$100-249 MILLION.............	21	1	14.4	12.3	14.3	16.8	5	1	.4	17.0
$250-499 MILLION.............	9	1	14.5	12.4	13.8	16.0	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS..........................	25	1	14.3	12.5	13.4	15.3	*	-	-	-
UNDER $50 MILLION...........	*	-	-	-	-	-	*	-	-	-
$50-99 MILLION.................	5	1	14.8	12.4	15.6	16.8	*	-	-	-
$100-249 MILLION.............	8	1	12.5	10.8	13.2	14.1	*	-	-	-
$250-499 MILLION.............	7	1	14.3	13.2	13.7	15.3	*	-	-	-
$500-999 MILLION.............	*	-	-	-	-	-	*	-	-	-
$1 BILLION & OVER...........	*	-	-	-	-	-	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS 723, 724 AND 979.

EXECUTIVE

101 **Chief Executive Officer** — This position is the bank's number one position. Responsible for the overall management of the bank, establishes objectives, policies, and strategic plans. The title may be, Chairman/CEO or President/CEO. Although incumbent may have more than one title, (i.e., President/CEO) report for CEO salary only.

102 **Chief Financial Officer** — Responsible for general supervision and management of the bank's financial plans and policies including planning, controlling, and directing the bank's accounting and financial reporting systems. Responsible for bank's attainment of optimal financial position. May direct bank capital investment activities.

103 **Chief Operating Officer** — Directs, administers and coordinates the activities of the bank in accordance with the policies, goals and objectives established by the CEO and Board of Directors. Assists the CEO in the development of corporate bank operations, personnel, financial performance and growth. Usually the #2 or #3 position in the bank.

104 **Attorney-Staff** — Provides legal services to the bank, reviews changes in bank policies and procedures for legal implications, reviews vendor contracts and renders an opinion as to the soundness of the terms and conditions and assists in the preparation of loan documentation.

ACCOUNTING & FINANCE

201 **Tax Manager** — Typically reports to the Controller or CFO. Responsible for all bank tax planning, issues and filings. Consults with management on tax ramifications of business decisions; works with external audit firms on bank tax issues.

202 **Controller** — Responsible for bank's financial records, reports, and accounting system. Maintains cash accounts, budgets, regulatory agency and government reports. Prepares reports for top management. Ensures that all bank accounting policies and procedures are in accordance with generally accepted accounting principles. May direct bank investment activities. If CFO and also Controller, report data for CFO only.

203 **Accountant** — Prepares financial statements and reports. Conducts research and analysis to provide management throughout the bank with definitive financial data. Makes recommendations for realising profit objectives.

204 **Bank Investment Officer** — Manages the bank's cash flow. Determines bank's cash investment strategies; tracks and monitors the bank's liquidity position and cash needs, etc.

205 **Supervisor, Accounting** — Exempt position. Direct supervision of assigned nonexempt employees in the accounting area with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Ensures that all entries are accurate and that all transactions are properly recorded.

206 **Clerk II, Accounting** — Processes a variety of bank accounting transactions and may prepare a variety of financial reports and summaries. Reconciles bank accounts; researches records to gather data for report preparation and performs related duties that require moderately complex clerical accounting skills.

207 **Clerk I, Accounting** — Performs a variety of financial and clerical duties in the areas of accounting, accounts payable, or auditing including receiving, sorting and proofing accounting documents, posting totals to ledger accounts, reconciling accounts, etc. Entry level position.

AUDIT & LEGAL

301 **Auditor** (Senior Auditor) — Responsible for overall internal bank audit program. Plans, schedules, directs audits of departments and branches, and prepares reports.

302 **Compliance Officer** — Maintains the bank's compliance. Monitors the bank's operations to ensure compliance with state and Federal regulations.

303 **Auditor, Staff/Assistant** — Reports to the Auditor. Performs duties and responsibilities as assigned in support of the internal audit function. This includes specific staff auditors such as Trust Auditors, E.D.P. Auditors, etc.

LENDING

401 **Head of Lending** (Senior Lending Executive) — Responsible for the management, supervision and direction of all loan activities and supervises loan department managers. Ensures maximum overall profitability of bank's lending activities. Develops loan policies and objectives and is accountable for bank's entire loan portfolio. Also participates in business development activities. Usually the #2 or #3 position in the bank.

Loan Operations

402 Loan Operations Officer — Management responsibility for the day-to-day operation of all loan transactions and processing of all loan documentation and collateral. This position may be found in the lending or operations area.

403 Business Development Officer — Responsible for retaining and expanding existing customer relationships and acquiring new customers. Communicates directly with and represents the bank to current and prospective customers. This position may be found in the lending or marketing areas.

404 Correspondent Banking Officer — Responsible for planning and administering the bank's correspondent relationship with other banking institutions. Meets regularly with officers from correspondent banks to expand the relationship and resolve any problems.

405 International Banking Officer — Responsible for planning, organising and directing the bank's international banking activities. Serves as the internal resource to the bank in international finance and credit agreements.

406 Cash Management Officer — Responsible for promoting bank cash management services including lockbox, automated lockbox, remo disbursement services, etc.

407 Credit Analyst II — Exempt position. Under general supervision, conducts credit investigations and analyses financial statements; assists in the preparation of financial/credit information reports for presentation to loan officers or committees; furnishes information in relation to credit inquiries; provides assistance to loan officers as requested. Is more experienced than Credit Analyst I.

408 Credit Analyst I — Exempt position. Same duties as Credit Analyst II only may have less experience and works under direct supervision.

General Lending

(This area covers multiple areas of responsibility. For larger banks, see specific lending areas.)

409 Manager, Loan Department (General) — Has responsibility for the overall coordination of at least two of the bank's lending functions to ensure maximum profitability. Some areas may include student loans, home equity loans, agricultural loans, commercial, consumer, installment and mortgage loans. Provides subordinate officers with functional guidance. This position, along with the General Loan Officers and General Loan support staff, is for community banks where lending functions are not broken out into at least one specific area (i.e., Commercial, etc.). For larger banks, see specific loan departments below.

410 Loan Officer III/Sr. — Provides services to customers and prospective customers seeking all types of loans, often dealing in relatively large loans. Types of loans serviced include a combination of any of the following: student, home equity, agricultural, as well as commercial, consumer, installment and mortgage. Operates with substantial credit authority. Reports to the Loan Department Manager. May also be known as VP, SVP, Loans. Use this position only if your officer's primary responsibi servicing more than one loan area (i.e., Consumer, Commercial and Mortgage loans).

411 Loan Officer II — Performs the same duties as Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Loans.

412 Loan Officer I/Jr. — Performs the same duties as Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Loans.

413 Secretary II, Loan — Performs secretarial and administrative services for one or more loan areas. Typically has 2-3 years secretarial experience.

414 Secretary I, Loan — Performs secretarial and clerical services for one or more loan areas.

415 Clerk/Processor, Loan — Performs a variety of clerical duties related to the processing, administration and closing of existing loans in two or more of the following areas: consumer loan, installment loan, commercial loan, credit card, mortgage loan, student loan, home equity loan and agricultural loan. Sets up new accounts, may order credit reports, etc.

Mortgage/Real Estate Lending

416 Manager, Mortgage Loan Department (Sr. Mortgage/Real Estate Executive) — Has responsibility for the overall coordination of the bank's mortgage lending activities. Develops or approves mortgage lending policies and procedures; reviews and approves mortgage applications exceeding staff authority; develops interest rate structures; provides subordinate officers with functional guidance.

417 Mortgage Loan Officer III/Sr. — Originates conventional residential mortgage and FHA/VA loans, many of which involve large amounts of money and/or important customers, processes loan applications, including verifying credit references, prepares appropriate documentation and coordinates collection efforts and participates in related business development activities. Operates with substantial credit authority. Reports to the Mortgage Loan Department Manager. May also be known as VP or SVP, Mortgage Loans.

418 Mortgage Loan Officer II — Performs the same duties as Mortgage Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Mortgage Loans.

419 Mortgage Loan Officer I/Jr. — Performs the same duties as Mortgage Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Mortgage Loans.

420 Secretary, Mortgage Loan — Performs secretarial and administrative services for one or more officers in the Mortgage Loan Department.

421 Clerk/Processor, Mortgage Loan — Performs a variety of clerical duties related to the processing, administration and closing of mortgage loans. Sets up new accounts, may order credit reports, etc.

Commercial Lending

422 Manager, Commercial Loan Department (Sr. Commercial Loan Executive) — Has responsibility for the overall coordination of the bank's commercial loan activities. Develops or approves commercial lending policies and interest rate structures, makes credit decisions that exceed staff authority and maintains customer relationships. Provides subordinate officers with functional guidance.

423 Commercial Loan Officer III/Sr. — Makes and services a wide variety of secured and unsecured business loans or lines of credit, most of which involve large amounts of money and important customers. Ensures that applicable bank lending policies and practices are followed. Supervises account administration, credit extension and business development functions of subordinate commercial loan officers. Operates with substantial credit authority. Reports to Commercial Loan Department Manager. May also be known as VP or SVP, Commercial Loans.

424 Commercial Loan Officer II — Performs the same duties as Commercial Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Commercial Loans.

425 Commercial Loan Officer I/Jr. — Performs the same duties as Commercial Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Commercial Loans.

426 Secretary, Commercial Loan — Performs secretarial and administrative services for one or more officers in the Commercial Loan Department.

427 Clerk/Processor, Commercial Loan — Performs a variety of clerical duties related to the processing, administration and closing of commercial loans. Sets up new accounts, may order credit reports, etc.

Consumer/Installment Lending

428 Manager, Consumer Loan Department (Sr. Consumer/Installment Loan Executive) — Has responsibility for the overall coordination the bank's consumer/installment loan operations activities. Manages consumer loan portfolio; develops, applies and reviews bank's consumer loan underwriting criteria. Approves and declines applications that exceed loan limits of subordinates. Provides subordinate officers with functional guidance.

429 Consumer Loan Officer III/Sr. — Provides service to customers and prospective customers seeking all types of consumer loans, often dealing in relatively large loans or those involving more risk. Services provided may include vehicle loans, personal unsecured notes/lines of credit and loans secured by stocks, bonds, CDs, etc. May also do home improvement and home equity loans/lines of credit, student loans, credit cards, etc. Operates with substantial credit authority. Reports to Consumer/Installment Loan Department Manager. May also be known as VP or SVP, Consumer Loans.

430 Consumer Loan Officer II — Performs the same duties as Consumer Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Consumer Loans.

431 Consumer Loan Officer I/Jr. — Performs the same duties as Consumer Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Consumer Loans.

432 Consumer Loan Collections Officer — Has responsibility for the day-to-day coordination of the collection of all volume accounts, notes, and bad checks.

433 Consumer Loan Collector — This position is accountable for initiating, pursuing, and ensuring the prompt collection of direct and indirect installment loans from the installment loan and/or personal banking areas. Also receives and processes all garnishments and levies against customer accounts, and initiates action necessary to collect delinquent accounts.

434 Secretary, Consumer Loan — Performs secretarial and administrative services for one or more officers in the Consumer/Installment Loan Department.

435 Clerk/Processor, Consumer Loan — Performs a variety of clerical duties related to the processing, administration and closing of Consumer/Installment Loans. Sets up new accounts, may order credit reports, etc.

Farming/Agricultural Lending

436 Agricultural Loan Officer III/Sr. — Solicits, develops, and manages credit relations with agricultural customers. May provide subordinate officers with functional guidance. May also be called VP or SVP, Agricultural Loans.

437 Agricultural Loan Officer II — Solicits, develops and manages credit relations with agricultural customers and promotes other banking services as well. May also be called AVP or VP, Agricultural Loans.

OPERATIONS

501 Head of Operations — Responsible for the management, supervision and direction of all operation activities and ensures the duties and responsibilities assigned to the various department managers are carried out in an effective and cost-oriented manner. Typically oversees bookkeeping, check processing, and funds transfer. In smaller banks, may also be in charge of Personnel, DP, purchasing, tellers, and/or security, etc. May report to CAO.

Reconciliation

502 Manager, Bookkeeping — Has management responsibility for the overall operation of the bookkeeping department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Handles various reports; may handle complex problems and calls from dissatisfied customers.

503 Supervisor, Bookkeeping — Exempt position. Direct supervision of assigned nonexempt staff in the bookkeeping area with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Coordinates the section's activities with other areas of the bank. Handles the more involved problems and calls from dissatisfied customers.

504 Clerk II, Bookkeeping & Operations — Performs a variety of clerical duties in the bookkeeping department. Duties may include filing checks, overdrafts and stop payments, reconciling, computerised operations, preparing statements and reports, etc. May do exclusively DDA, adjustments, reconciling, etc. or a combination of activities. Handles more complex and difficult customer problems; requires minimal supervision. Requires minimal supervision.

505 Clerk I, Bookkeeping & Operations — Performs same duties of a Bookkeeping and Operations Clerk II only may have less experience. Requires direct supervision.

506 Clerk, File/Statement — Performs any combination of the following routine clerical duties depending on area assigned: files and/or alphabetises items; cross-indexes information; posts data to records; sorts and assembles checks for mailing, verifies statement balances and investigates problem accounts.

Check Processing

507 Manager, Check Processing — Has management responsibility for the overall operation of the proof and transit departments. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Overall responsibility for, and may handle, investigating and adjusting problems with items processed. May also be known as Proof Operations Manager, Sorter Operations Manager, etc.

508 Supervisor, Check Processing — Exempt position. Direct supervision of assigned nonexempt staff in the check processing areas (i.e., proof operator, sorter operator, clerks, etc.) with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Responsible for investigating and adjusting problems with items processed. May also be known as Proof Supervisor, Transit/Sorter Operations Supervisor, etc.

509 Proof Operator — Operates a proof machine. Encodes, endorses and balances teller transactions, customer payments, etc. Performs related clerical duties; may also handle check sorting.

510 **Sorter Operator** — Operates a sorter machine. Runs the items received from the proof operator through automated check sorting equipment. In some banks, the duties of this position would be combined with the Proof Operator Position.

511 **Clerk, Check Processing/Transit** — Performs a variety of clerical duties relating to check processing and transit functions. Performs recap reports, balances check processing input, prepares work for transit, etc. May prepare checks and other items for processing in the sorter machines. May also be known as Data Control Clerk.

General Operations

(This area covers multiple areas of responsibility. For larger banks, see specific operation areas.)

512 **Manager, Operations Department (General)** — Has management responsibility for the overall operation of the bookkeeping, check processing, lockbox, funds transfer, etc. or a combination of operations departments. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. This position is for community banks who may not have individual departmental managers. For larger banks, see specific operation departments below.

513 **Supervisor, Operations Department (General)** — Exempt position. Directs, supervises and coordinates the nonexempt staff activities within an assigned department or departments such as lock box, funds transfer, bookkeeping, check processing, etc., or a combination of operations departments. This position is for community banks who may not have individual departmental supervisors. For larger banks, see specific operation departments below.

Wire Transfer

514 **Manager, Wire Transfer** — Has management responsibility for the overall operation of the Wire Transfer department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Overall responsibility for telegraphic transfer, accounting and entry preparation of all incoming, outgoing, and certain internal funds transfer.

515 **Supervisor, Wire Transfer** — Exempt position. Direct supervision of assigned nonexempt wire transfer staff with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. May be responsible for telegraphic transfer, accounting and entry preparation of funds transfers.

516 **Clerk, Wire Transfer** — Performs a variety of clerical duties in the wire transfer department. Responsible for operating equipment to receive and transfer funds.

Lock Box

517 **Manager, Lock Box** — Has management responsibility for the overall operation of the lock box department,. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Handles unusual complaints and solves the more complex problems referred by subordinates. Forwards information concerning banks and large business accounts to the wire transfer department.

518 **Supervisor, Lock Box** — Exempt position. Direct supervision of assigned nonexempt staff with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. May be responsible for forwarding information concerning banks and large business accounts to the wire transfer department.

519 **Clerk, Lock Box** — Performs a variety of clerical duties in the lock box department. Separates checks from remittances, forwards checks in the bank for further processing and provides backup information for customers. Clerks may have specific accounts where they do all the lock box processes or they may do specific processes for all of the banks' lock box accounts. In larger banks, may handle lock box through the use of a lock box automated remittance processing machine.

International Operations

520 **Manager, International Operations** — Has management responsibility for the overall operation of the International Operations department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel.

521 **Supervisor, International Operations** — Exempt position. Direct supervision of assigned nonexempt staff with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. May be responsible for staff within a given international operations department (i.e., foreign exchange, etc.).

522 **Clerk, International Operations** — Performs a variety of clerical duties in the international operations department. Duties may include letters of credit, acceptances, international transfer and required documentation.

DATA PROCESSING

601 Head of Data Processing/Information Systems (Senior D.P. Executive) — May report to Head of Operations (in larger banks, may be on the same level). Administers and coordinates the data processing activities of the bank. As head of the data processing area, develops and recommends objectives, policies, and procedures. Provides advice and guidance to employees who implement departmental objectives and programs.

Systems & Programming

602 Manager, Systems and Programming — Has management responsibility for the design, implementation and maintenance of software systems. Supervises and directs the activities of the programmers and systems analysts by scheduling work and establishing standards with responsibility for results in terms of costs, methods and personnel. Coordinates programming and analysis activities with other departments.

603 Programmer II — Under general supervision, develops, updates, prepares, and tests new and existing computer programs. Two to four years experience.

604 Programmer I — Under direct supervision, assists in the development, preparation, and testing of computer programs. One to two years experience.

605 Systems Analyst, Sr./Project Leader — Performs same duties as Systems Analyst. In addition, is responsible for larger, more complex projects. Has more experience than Systems Analyst.

606 Systems Analyst — Exempt position. Analyses programming requirements and identifies conditions and criteria required to achieve desired results on DP equipment. Is responsible for describing the most effective and practical method of accomplishing the design objective by developing systems flow charts and performance and cost analysis information.

607 Data Entry — Operates an on-line computer terminal to record and input data for processing. Works from a variety of standardized source documents that require little or no selecting, coding or interpreting of data to be recorded.

Computer Operations

608 Manager, Computer Operations — Has management responsibility for the overall operation of the Computer Center and applicable data preparation groups. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel.

609 Supervisor, Computer Operations — Exempt position. Direct supervision of assigned nonexempt computer operators with particular emphasis in work flow to meet time deadlines. Includes training staff, planning, work schedules, recommending and implementing staffing needs, pay raises, etc. Writes operator instructions for computer production and program test runs, monitors the operation of the computer system and reports equipment malfunctions to service representatives. May perform all the duties of a computer operator.

610 Computer Operator I — Loads and operates a mainframe computer system and on-line peripheral and teleprocessing equipment. Responsible for shut-down of on-line processing and for running reports. Corrects error situations in recurring operating programs, maintains activity log and performs minor preventive maintenance on equipment.

RETAIL BANKING

701 Head of Retail Banking — Responsible for the management, supervision and direction of the retail/consumer products and services division. Typically oversees customer service/new accounts, tellers, branch operations, personal/private banking and, possibly, marketing. Usually the #3 or #4 position in the bank.

702 Secretary, Retail Banking — Performs secretarial and administrative services within the retail department for one or more persons.

Branch Banking

703 Branch Administration Manager (Senior Branch Administration Executive) — Responsible for the overall administration and coordination of activities for the entire branch office system, including facilities management and security. Directs the activities of branch managers who are responsible for the operation, profitability, and image of branch banking centers. Ensures local branch policies are in conformance with overall bank policies. In community banks, may report to Head of Retail Banking.

704 Branch Manager III — Responsible for the efficient, effective management of a branch banking center, ensuring that established policies and procedures are followed. Typical areas of responsibility may include operations, retail banking, trust, lending, etc. Manages a branch with over 20 full time employees.

705 Branch Manager II — Performs the same duties as Branch Manager III although may have less experience and manages a branch with 10-20 full time employees.

706 Branch Manager I — Performs the same duties as Branch Manager II although may have less experience and manages a branch having less than ten full time employees.

707 Assistant Branch Manager III — Reports to the branch manager and assists in the operation of the branch banking center. Specific operational and customer relation activities are delegated by the branch manager, including direct supervision of the banking center's day-to-day operations. Assumes responsibility for the banking center in the absence of the branch manager. Branch has over 20 full time employees.

708 Assistant Branch Manager II — Performs the same duties as Assistant Branch Manager III although may have less experience. Branch has 10-20 full time employees.

709 Assistant Branch Manager I — Performs the same duties as Assistant Branch Manager II although may have less experience. Branch has less than 10 full time employees.

Customer Service

710 Manager, Retail Banking Department — Has management responsibility for the overall operation of a department or unit within the retail banking division such as customer service/new accounts, personal/private banking, etc. with responsibility for results in terms of costs, methods and personnel. This includes planning assigned staff's work schedules, and recommending and implementing staffing needs, pay raises, etc. May also be known as Supervisor of CSR, Supervisor of personal/private banking, etc.

711 Personal/Private Banker — Provides a full range of banking services to individual customers with emphasis on personal financial counseling, lending and customer service. Typically has more responsibility than a Customer Service Representative such as having loan authority, may assist in financial planning, etc. Two to three years experience.

712 Customer Service Representative, Sr. — In addition to Customer Service Representative duties, assists Customer Service Representatives in the efficient handling of customer needs; reviewing and checking their work and assisting in the resolution of problems. This is a "lead" position typically requiring two to three years experience. May also be known as Senior New Accounts Representative or Senior Platform Assistant.

713 Customer Service Representative — Performs a broad variety of duties to service customers on the banking floor and to promote and cross-sell bank services. Requires one to two years experience. May also be known as New Accounts Representative or Platform Assistant.

714 Clerk, Safe Deposit — Performs a variety of duties pertaining to servicing safe-deposit vault customers and maintaining appropriate records for the area. Performs related customer services and routine clerical duties.

Teller Operations

715 Manager, Teller Operations — Has management responsibility for the overall handling of the teller operations department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel.

716 Supervisor, Teller Operations — Exempt position. Direct supervision of assigned nonexempt tellers with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. In some banks, may also be known as Assistant Cashier.

717 Teller, Head — In addition to teller duties, assists tellers in the efficient handling of customer needs; reviewing and checking the work of other tellers and assisting in the resolution of other teller problems. This is a "lead" position typically requiring two to three years experience.

718 Teller II — Provides customer service, processing both business and individual banking transactions; manages a cash fund; cross-sells bank services and may open new accounts. Requires one to two years experience and minimal supervision.

719 Teller I — Performs same duties of a more experienced Teller II, but requires more supervision. Normally has under one year experience.

720 Teller, ATM — Performs the daily balancing and restocking of automated teller machines (ATM).

721 Teller, Note/Loan — Accepts payments and services primarily for commercial and installment loan accounts. May also accept real estate payments and services. Maintains records, prepares reports, and computes interest on loans.

722 Teller, Vault — Performs a variety of duties in filling coin and currency orders for branches, correspondent banks, and corporate customers.

723 Teller, Part-Time — Performs any teller duties working on a part-time basis. Please report hourly part-time wages.

724 Teller, Peak Time — Performs any teller duties working during the bank's peak times, i.e., Saturdays, Friday afternoons/evenings, noon hours, etc. Please report the hourly wages only if your bank offers special wages for these part-time employees.

TRUST

801 Head of Trust (Senior Trust Executive) — Responsible for the management, supervision, and direction of all trust activities, including the development of new trust business and development of trust investment policies and procedures to promote growth and profitability. Coordinates investment of trust assets and oversees reporting activities. In community banks, may call on prospective accounts and administer and manage trust accounts. Usually the #3 or #4 position in the bank.

Trust Department

802 Manager, Trust Department — Responsible for the management of personal, corporate or trust investments and functions, or a combination of these. Reports to the Head of Trust; may also be called VP/Trust Officer.

803 Trust Investment Officer — Develops and coordinates trust investment policies. May recommend portfolio design and investment strategies for new accounts, and may periodically review account investment objectives with Trust Officers and/or customers. Reports to Trust Department Manager or, if no such position, Head of Trust.

804 Personal Trust Officer III/Sr. — Responsible for the administration of specific accounts. Usually serves as primary customer contact for the accounts, resolves problems, responds to inquiries, and performs various non-investment services for customers and beneficiaries. May go on sales calls. Reports to Trust Department Manager or, if no such position, Head of Trust. May also be called AVP or VP of Trust.

805 Personal Trust Officer I/Jr. — Same duties as Personal Trust Officer III/Sr. only has less experience and responsibility. May also be called Officer or AVP of Trust.

806 Corporate Trust Officer III/Sr. — Responsible for the administration of the services performed by the bank for corporations, partnerships, associations, and other institutions. Actively participates in new business development. Reports to Trust Department Manager or, if no such position, Head of Trust. May also be called AVP or VP of Trust.

807 Corporate Trust Officer I/Jr. — Same duties as Corporate Trust Officer III/Sr. only has less experience and responsibility. May also be called Officer or AVP of Trust.

808 Securities Analyst — Analyzes the financial condition, capital structure, earning capacity, and related material on corporations in assigned industries; provides fundamental and technical advice to trust investment officers and account administrators with respect to investment decisions. May report to the Trust Operations Manager.

Trust Operations

809 Manager, Trust Operations — Responsible for the management and overall coordination of all of the company's trust operations activities. Typically report s to Head of Trust.

810 Clerk, Trust Operations — Performs various clerical duties relating to the processing and administration of trust accounts. Balances reports, handles dividends and disbursements, maintains documentation records, etc.

HUMAN RESOURCES/PERSONNEL

901 Head of Human Resources (Senior Human Resources Executive) — Responsible for the supervision and management of the bank's human resources function. Directs the development and implementation of policies and guidelines. In charge of salary administration, employee benefits, payroll, EEO compliance, recruitment, training and development, and safety and health. Provides advice and guidance on the interpretation of personnel policies as they relate to individuals and to bank objectives. Overall maintenance of personnel records and submission of required federal, state, and local reports relating to personnel matters.

902 Human Resources Director — Reports to Head of Human Resources. Responsible for developing, recommending, and implementing policies and programs for a combination of major human resources functions, such as training, management development, employee relations, affirmative action, benefits administration, and compensation.

903 Human Resources Assistant — Performs various duties relating to the bank's human resources programs. Duties may include handling benefits, payroll, insurance, pre-screening of applicants, etc.

904 Training Director — Responsible for the planning and implementation of a variety of training programs typically including orientation and general instructional sessions for clerical and supervisory personnel. Evaluates external bank training. May have responsibility for the company's management trainee program.

905 Trainee, Officer/Management — Performs assigned duties, responsibilities, and studies throughout the various departments of the company. Becomes familiar with the operations and procedures in each department assigned.

MARKETING

925 Director of Marketing (Senior Marketing Executive) — Responsible for the management of the marketing function, including the coordination of outside vendor services. Develops and administers marketing policies regarding business development, advertising and public relations for the entire bank. Assists in formulating bank's marketing and sales objectives.

926 Marketing Coordinator — Performs various duties in providing administrative support to the marketing department.

ADMINISTRATIVE SERVICES

950 Manager, Purchasing — Responsible for controlling and overseeing the bank's purchasing/distribution system. Reviews the material needs of the bank and maintains contact with vendor and sales representatives to obtain the most favorable price for products meeting bank specifications. Ensures that materials are received, stored, and distributed according to established policies and procedures.

951 Manager, Facilities — Responsible for maintenance of buildings and grounds. Direct supervision of Maintenance Service Worker and Custodian, may supervise the activities of the mail room and messenger/courier.

952 Security Guard — Protects the bank's employees, building, equipment and grounds. Controls access to bank facilities, unlocks and secures doors at beginning and end of the business day, periodically patrols floor and grounds, and helps to maintain order when necessary.

953 Maintenance Service Worker — Performs a variety of general maintenance and repair duties throughout the bank. Receives requests for errand services and may assist in the bank's mail room functions. Reports to the Facilities Manager.

954 Custodian — Performs general custodial duties such as vacuuming floors, dusting and removing trash from banking facilities. Reports to the Facilities Manager.

955 Messenger/Courier — Delivers and picks up mail, securities, legal documents, packages, and internal correspondence and documents from various bank sites.

OFFICE SERVICES

975 Administrative Assistant — Provides administrative and some secretarial support for a higher-level executive. Assumes administrative responsibility for projects that may be complex and/or involve bank-wide impact and confidential issues. Requires minimal supervision; generally has 3-4 years experience as an executive secretary.

976 Secretary, Executive — Provides administrative and secretarial support to senior management. Handles projects with minimal supervision that typically may be complex and/or confidential in nature. Generally has 2-4 years secretarial experience.

977 Secretary, Multi-Purpose/Utility — Performs general secretarial, clerical and administrative services for one or more persons. May act as a pool secretary for several departments.

978 Clerk I — Performs various bank-wide clerical duties such as typing, filing, recording and processing paperwork. Generally an entry level position.

979 Clerk, Part-Time — Performs any clerical duties working on a part-time basis. Please report hourly part-time wages.

980 Clerk II, Multi Purpose/Utility — Handles a variety of duties for 4 or more departments with generally 2-3 years clerical experience. This person can typically fill in for any non-exempt employee at the bank who is ill or on vacation.

981 Clerk I, Multi-Purpose/Utility — Handles a variety of duties for 2-3 departments with generally 1-2 years clerical experience. This person can usually fill in for any non-exempt employee in their assigned departments who are ill or on vacation.

982 Clerk, Mail — Performs a variety of duties in the processing of incoming, outgoing and internal mail, as well as special mail services.

983 Word Processing Operator — Operates a computerized word processing system to produce letters, reports, forms and other printed documents.

984 Switchboard/Telephone Operator — Operates the bank's switchboard. Responsible for answering all incoming calls and connecting them appropriately. Performs miscellaneous clerical duties as needed.

985 Receptionist/Typist — Greets and provides information to customers. Performs a variety of clerical duties such as typing, sorting and preparing bank mailings. May relieve switchboard operator and safe deposit clerk for lunches and breaks.

HUMAN RESOURCES COMMISSION

1987-88

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